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ABSTRACT

Developments in education, employment, and the courts concerning the status of women are covered in two newsletter issues. Included is an article from "Ms. Magazine" entitled "Do SATs Shortchange Women?" News items include the following: a salary bias court case, minority women in intercollegiate athletics, athletic scholarships for women, financing women's sports programs, gender-balancing the curriculum, networking for Hispanic women, child care on campus, sexual harassment prevention, acquaintance rape on campus, the status of women faculty, the U.S. Civil Rights Commission's position on comparable worth, women in computing, women in science and engineering, women in medicine, reasons that students major in science or mathematics, women's studies programs, part-time employment, an Equal Employment Opportunity Commission practice of not making settlements requiring employers to establish numerical goals for hiring and promoting women and minorities, a woman's yellow book to promote networking, a bibliography on female psychology, and resources for educational equity. (SW)

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PROJECT ON THE STATUS AND EDUCATION OF WOMEN

ON CAMPUS WITH WOMEN. Spring 1986 and Summer 1986.

Volume 15 and Volume 16.

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Project on the Status and Education of WOMEN

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ON CAMPUS WITH WOMEN

Vol. 15, No. 4 • SPRING 1986

Do SATs Shortchange Women?

Ms. Magazine, December 1985, used by permission

Women receive higher grades in high school and college, yet their average score is 59 points lower than men's on the Scholastic Aptitude Test (SAT)—much like the 59 cents we earn for every dollar earned by men. This important college entrance exam, taken by approximately a million college-bound seniors every year, has only one claim to fame—its ability to predict how well students will do during their freshmen college year.

But the SAT isn't successful at predicting for women (who account for 52 percent of the test-takers). This means that, in highly competitive colleges where SAT scores determine the applicant pool, women are being weeded out, because their scores underestimate their ability to succeed.

Last year, Educational Testing Service (ETS), publishers of the SAT, reported that females scored an average of 13 points lower on the verbal section of the test and 46 points lower on the math section. Before 1972, girls scored higher on the verbal section, which was thought to "offset" boys' consistently higher math scores. Girls began to fall behind verbally when the test content gradually changed in the 1970s. Though the questions are not subject specific, more are set in a science context instead of in the humanities, which girls have traditionally found more interesting. Areas where girls excelled, such as essay writing in the verbal section and data sufficiency questions ("Is there enough information to answer this question?") in the math section, were removed from the test.

Larry Ashton

Although it would seem that ETS could raise female scores by changing the content or the context of the SAT, it has chosen not to do this. As a result, girls are attending coaching courses in increasing numbers. John Katzman, founder of the popular Princeton Review coaching school (which boasts an average improvement of 150 points), reports that two thirds of the students coached this year (at $495 a course) were female.

The College Entrance Examination Board, which hires ETS to design and administer the SAT, is concerned about this inequity. In a recently published report it says, "The underprediction of women's college grades seems consistent and pervasive, but generally this bias is at a low level of magnitude." The report explores possible reasons for this difference, but finds no answers. It concludes that small changes in the verbal test may have contributed to the decline in women's average SAT verbal score over the past 15 years. Leonard Ramist, director for the College Board Programs at ETS, agrees. The SAT was formerly written predominantly by women, but the number of men has increased, he says. "Subtle shifts in different sentences may make the test less accessible for females now."

Recent ETS research publications confirm women's superior college performance. In an evaluation of nine freshman classes (six English; three math) last year, ETS found that women's grades were higher than expected. In seven of the classes women's grades were higher than their SAT scores would have predicted (and the men's grades were lower than predicted). Although this is a small sample, the finding was surprising, Ramist says.

But both Ramist and the College Board agree that the amount underpredicted for females is relatively small. The College Board report says that when SAT scores are combined with high school grades and students with similar interests are compared, the difference in prediction for females is minimal.

But making the test predictive for women means more than "evening the score." If the SAT is going to be accurate, it should predict their higher grades in college, even in freshmen year. This means that average test scores for women would have to be higher than men's—perhaps by 20 or 30 points—rather than 59 points lower.

It may be time to recognize the limitations of a multiple-choice test for determining college aptitude or success in later life: The complex combination of intellect, experience, creativity, motivation, and interest that determines future success is probably impossible to predict.

—Phyllis Rosser

IN THE COURTS

URI Pays Dearly for Loss of Affirmative Action Suit

After eight years of litigation, the UNIVERSITY OF RHODE ISLAND settled a sex discrimination case with a group of women faculty members for $1.24 million. The proposed settlement, which affects about 300 present and former faculty women employed at the university on or after March 24, 1972, was tentatively approved in December 1985 by a federal district judge; final approval is expected in early 1986.

The settlement was reached after a federal district court found the university had discriminated against some of the women on the basis of sex when it assigned them their initial ranks and starting salaries. The judge criticized the university for an attitude of "studied indifference" and for a decade's worth of "high-level footdragging" over affirmative action.

J. Morton Briggs, president of the campus chapter of the American Association of University Professors, noted that the suit "could have been settled five or six years ago for $200,000 to 400,000." He estimated that since the suit was first filed in 1977 the university had spent over $1 million in legal fees.

No Bias Proved at University of Wisconsin, Madison

The U.S. Court of Appeals for the Seventh Circuit rejected a sex discrimination charge filed against the UNIVERSITY OF WISCONSIN at Madison and held that faculty tenure decisions are entitled to substantial deference.

The plaintiff, Marion Namenwrith, was hired in 1971 as an assistant professor by the Department of Zoology. She was the first woman hired into a tenure track position in 35 years and also the first person in a tenure track position to be denied tenure by the department.

In its decision in the case of *Namenwrith v. Board of Regents of the University of Wisconsin System*, the court noted that since winning the esteem of one's colleagues is an essential part of securing tenure, "in a case of this sort, where it is a matter of comparing qualification against qualification, the plaintiff is bound to lose." The dissenting judge warned that the decision would effectively bar most tenure questions from court review and argued that courts should be able to apply Title VII requirements to the faculty setting.

In any case, the court's decision means that sex-based tenure denial claims in the Seventh Circuit would appear to be limited to cases involving a pattern of discrimination or where procedural barriers are placed in the way of female tenure candidates.

Salary Bias Found at Framingham

A federal appeals court in Massachusetts has upheld a lower court's finding of sex discrimination in the salaries paid to 100 women faculty members at FRAMINGHAM STATE COLLEGE (MA). The college may be liable for back pay for as many as 10 years to redress discrimination which in some instances could mean up to $2 million in awards.

The suit (*Equal Employment Opportunity Commission v. D. Justin McCarthy, et al.*) was originally filed in 1979 by the Equal Employment Opportunity Commission on behalf of the women faculty. A U.S. Department of Labor audit of the college's financial records which showed a discrepancy between male and female faculty salary levels provided important evidence in the case.

Comparable Worth Suit Settled

In one of the most widely-known test cases of comparable worth, the state of Washington has agreed to a $106.5 million settlement of a suit brought by the American Federation of State, County and Municipal Employees, AFL-CIO.

Under the terms of the agreement in the case *AFSCME v. Washington*, nearly 35,000 state workers, mostly women, would get pay raises but the settlement did not provide for back pay, which was estimated at $1 billion. The agreement must still be reviewed and approved by the legislature and by U.S. District Court Judge Jack Tanner.

The original suit was based on a study which showed that state workers in male-dominated jobs were paid 20 percent more than those in female-dominated jobs, even though they involved equivalent skills, responsibilities, mental and physical demands, and working conditions. It claimed that the state intentionally discriminated against women.

Figuring Out the Implications of Sex-Neutral Pension Plans

On July 6, 1983 in *Arizona Governing Committee v. Norris* the Supreme Court required employers to convert to sex-neutral systems for payment of employee retirement annuity and pension benefits. Some of the implications of this ruling are discussed by Mary L. Heen, writing in the Summer 1985 issue of *Women's Rights Law Reporter*. Her article, "Sex Discrimination in Pensions and Retirement Annuity Plans After *Arizona Governing Committee v. Norris*: Recognizing and Remedying Employer Non-Compliance," is intended to help employees and attorneys determine whether an employer's pension or annuity plan violates Title VII and if so, to identify the scope of relief which may be obtained. Single copies of the *Women's Rights Law Reporter*, Vol. 8, No. 3, Summer 1985 are $9.00 for institutions and $5.00 for individuals from *Women's Rights Law Reporter*, Rutgers Law School 15 Washington St., Newark, NJ 07102.

Bibliography Available on Women's Legal Rights

Women's Legal Rights in the United States: A Selective Bibliography is a concise guide to the literature of women's legal issues and which identifies sources of practical information on women's rights and responsibilities under the law. Compiled by Joan Ariel, Ellen Broidy and Susan Searing, it emphasizes current readable materials which are available in larger public libraries or easily obtainable from private sources. The 55-page booklet is available for $3.95 from Publishing Services, American Library Association, 50 East Huron St., Chicago, IL 60611.

WOMEN'S SPORTS

Female Athletes Abused by Coaches

Abusive relationships between male coaches and female athletes may be widespread, and the incidence could be as high as that of such related phenomena as domestic violence and wife abuse, according to a report by Todd Corsset, assistant athletic director at DARTMOUTH COLLEGE (NH) and a doctoral student in sociology. Crosset defines the abusive coach as "one who attempts to block independent actions by the athlete, which, in turn, hinders the athlete's development of self," and says that these relationships range from dictating hair styles, posture and personal relationships to demanding affection, overt sexual seduction, and beyond. Crosset's report

to the North American Society for the Sociology of Sport was reported in the Nov. 20, 1985 issue of *The Chronicle of Higher Education*.

Survey Finds Men and Women Still Like to Play Together

A recent survey of *Women's Sport and Fitness* readers found that almost 70 percent of the respondents believe women's and men's sports should be kept separate. Yet because 79 percent prefer to play sports with others of the same skill level, regardless of gender, 52 percent of the women wind up playing with men.

Eighty percent of the respondents believe that men feel threatened by losing to women, and while 94 percent felt participation in sports does not "diminish a woman's femininity," 58 percent said that women are often forced to choose between being feminine and being athletes. Thus their disapproval of coed sports may be because they feel women are better off not being subjected to rigid sex roles and definitions of femininity on the playing field.

Some of the other findings of the survey were:

- Parents exert little direct influence on female sport participation but playmates are a strong factor. Women who played mostly with girls are much less likely to be sport participants than those who played mostly with boys or in coed groups.
- Girls who played mostly with girls as children are least likely to view their bodies positively in adolescence.
- There is a strong correlation between participation in high school and college varsity sports and participation in sports later in life.
- The support of men friends toward sport participation relates directly with one's degree of interest.
- Women believe that participation in racially mixed sports groups reduces prejudice.

A summary of the "Miller Lite Report on Women in Sports" is available for $4.00 from the Women's Sports Foundation, 195 Moulton St., San Francisco, CA 94123.

Athletic Scholarships for Women: Where the Money Is

The Women's Sports Foundation recently released its annual list of colleges and universities that offer athletic scholarships for women. The guide contains information on almost 800 institutions that provide aid in 24 different sports, which is more than double the number of schools offering scholarships 10 years ago when the first guide was published. The guide also contains questions to use in evaluating various schools' programs. Copies of the guide are available for $2.00 from the Women's Sports Foundation, 195 Moulton St., San Francisco, CA 94123.

ON THE CAMPUS

What Effect Does Faculty Gender Have on Students' Participation in Class?

A study done at HARVARD UNIVERSITY (MA) shows that the professor's gender has an impact on classroom discussions and who participates in them. In reviewing videotapes of 24 instructors and their classes at Harvard, Catherine G. Krupnick found that male students dominated class discussions when the teacher was a man and most of the students were men. Male students, in that setting, talked two and a half times as long as female students. In contrast, Krupnick, a lecturer in psychology and social relations, found that in the presence of female instructors female students talked three times as long as when men were teaching. Despite this, her research also shows that the female students never talked as much as the men in the classes.

Krupnick's research is described in the first issue of *On Teaching and Learning*, a new journal published by the Harvard-Danforth Center for Teaching and Learning, and includes recommendations on how teachers can promote equality by closer monitoring of their classes. *On Teaching and Learning* is available for $3.50 plus 65 cents postage, from Margaret Gullette, Editor, Harvard-Danforth Center for Teaching and Learning, 11 University Hall, Harvard University, Cambridge, MA 02138.

Women in Community and Junior Colleges Unite!

The American Association of Women in Community and Junior Colleges (AAWCJC) is a national, professional organization addressing the concerns of women—students, faculty, nonteaching staff and personnel, trustees, and administrators—in two-year postsecondary institutions. It is concerned about women's career upward mobility, comparable pay for comparable work, increased involvement of women on decision-making bodies such as boards of trustees, and the returning female student. AAWCJC publishes a quarterly newsletter, an annual journal which contains articles and research by women in two-year colleges, and other special interest publications. The AAWCJC is the largest council of the American Association of Community and Junior Colleges. For more information, contact AAWCJC's president, Beverly Simone, Administrator, North Campus, Milwaukee Area Technical College, 5555 West Highland Rd., Mequon, WI 53092.

Classroom Follies

"Classroom Follies" is a short play designed by the UNIVERSITY OF NORTH DAKOTA's Women's Studies Program to highlight the problems of sexual harassment and subtle discrimination on campus and to stimulate discussion and recommendations for action by individuals, groups and by the institution. The play, which chronicles the very different experiences of two female and one male student in an English class and a physics class, runs about 25 minutes. "Classroom Follies" is written by William Borden and Barbara Byrne and is based in part on ideas from *The Classroom Climate: A Chilly One For Women?*, published by the Project on the Status and Education of Women, Association of American Colleges (AAC). A dramatic reading of the play was given at a session of AAC's 1986 annual meeting to enthusiastic acclaim. The 43-page script is available for $5.00; royalties are $50 for the first performance and $25 for each subsequent performance. Also available is a videotape. For more information, contact the Women's Studies Program, University of North Dakota, Grand Forks, ND 58202.

Center to Focus on Women's Health

The UNIVERSITY OF WISCONSIN, Madison Hospital and Clinics has established the Women's Health Center to focus on the special health needs of women. The center, which opened in early 1986, focuses on women's health concerns such as premenstrual symptoms, family planning, adolescent gynecology, menopause, and osteoporosis. The center also provides a library of books, magazines and articles about women's health, well-being and lifestyles and offers seminars to help women stay informed about their health. For more information on the center's activities, contact the Women's Health Center, UW Hospital and Clinics, Room H4/648, 600 Highland Ave., Madison, WI 53791.

Developing Employment Programs for Academic Spouses

An on-going program to assist spouses of university faculty and staff to find employment commensurate with their skills, training, education, and/or interest has been implemented by NORTHERN ILLINOIS UNIVERSITY. The kick-off event, a one-day career conference exploring the place of paid employment in women's lives and defining practical strategies for jobseeking, drew 73 registered participants and generated much enthusiasm. Plans for the program include a series of monthly follow-up events which will help promote the expansion of networks among women on campus and in the surrounding community. The program is directed by the Office of University Resources for Women and the Women's Studies Program, and funded by the Office of the University President with additional support from campus and community women's groups. Corporate funding is also being sought to support program development. For further information, contact Sharon Howard, Director, Office of University Resources for Women, or Marilyn Skinner, Coordinator, Women's Studies Program, Northern Illinois Univ., DeKalb, IL 60115.

How Many Women Receive First Professional Degrees?

From 1972–73 to 1982–83 the number of women who received first professional degrees increased 518 percent, from 3,529 to 21,826. According to the American Council on Education, women made significant gains in all professional fields, with their proportion of law degrees increasing from one percent to 36 percent and their proportion of medical degrees increasing from nine percent to 27 percent. Sixty percent of women's first professional degrees were in law.

WOMEN IN THE CURRICULUM

A Unique Perspective On Gender-Balancing the Curriculum

Under a three-year grant from the Fund for the Improvement of Postsecondary Education, (FIPSE) the COLLEGE OF ST. BENEDICT, a women's college, and ST. JOHN'S UNIVERSITY, a men's college, are cooperatively designing a gender-balanced curriculum. The Gender and the Curriculum Project seeks to introduce gender studies into the mainstream of the curriculum and to increase awareness that gender is an important factor in the experiences of *both* men and women.

The two colleges are in a unique position to begin to affect curriculum changes: since the 1960's, although deliberately remaining single sex institutions, they have shared a common curriculum, common departments, joint library resources and cooperative academic and social programming. In this single-sex yet co-educational environment, the new project aims at extending faculty awareness of gender differences and eliminating gender bias. Activities include use of visiting lecturers, public forums, faculty discussion groups and retreats, and publication of student and faculty essays. The grant also covers funding for faculty released time, research projects, conferences and child care expenses during project activities. The project will conclude in Spring 1987 with a conference on gender and the curriculum. For more information, contact Oswald Mayers, Project Director, Dept. of English, College of St. Benedict, St. Joseph, MN 56374.

Students Helping Faculty to Integrate Teaching About Women

About 30 students at SWARTHMORE COLLEGE (PA) are participating in a project to help faculty identify relevant readings about women's concerns for use in courses and seminars. The students, supervised by Susan Williamson, social science librarian, use computer searches and other reference materials to develop bibliographies. Some 35 faculty members have taken advantage of this bibliographic assistance to widen their syllabi in such courses as, "Comparative Politics: Africa and the Third World," "Studies in the American Renaissance," and "German Women: Literature and Film."

Williamson notes that the bibliographies have worked to not only aid women's studies courses but help to integrate material about women into the general curriculum. For more information on the project, contact Susan Williamson, Swarthmore College Library, Swarthmore, PA 19081.

For Alma Mater

The essays in *For Alma Mater, Theory and Practice in Feminist Scholarship* explore diverse issues concerning theory and methodology in feminist research. Twenty-six contributors, representing fields such as critical theory, history, educational policy, and the medical sciences, comment on the nature, objectives and difficulties of their commitment to feminist scholarship. They address issues such as the importance of language, women and educational policy, racism and sexism in academe, the relationship between the personal and the professional, medicine and the body, and resources for research.

For Alma Mater, edited by Paula A. Treichler, Cheris Kramarae, and Beth Stafford, arose out of a week-long conference on feminist scholarship held at the UNIVERSITY OF ILLINOIS which brought together outside scholars with local faculty, students, and community members. The 460-page book is available for $32.50 from University of Illinois Press, 54 East Gregory Dr., Champaign, IL 61820.

Putting Their Ideas to Work at UW-Stout

Ideas for Gender Balancing the College Curriculum summarizes the results of a year-long faculty development project at the UNIVERSITY OF WISCONSIN, Stout. The faculty members who participated in the project "wanted to include more content for and about women in their courses and change the focus in their classrooms." Single copies are available free while supplies last from Janet Polansky, Chair, Women's Studies Program, 126D Harvey Hall, UW-Stout, Menomonie, WI 54751.

A New Forum for "Women-and-Work" Scholars

The inaugural volume of *Women and Work: An Annual Review* brings together original research by women and work scholars from a variety of academic disciplines. The 312-page volume includes information on the history of women in the labor market, persistence of pay differentials, work and family linkages, sex segregation in American higher education, women and organizations and more. The *Women and Work* series, edited by Laurie Larwood, Ann H. Stromberg, and Barbara A. Gutek, is designed to provide a new forum for research in the field of women and work. The annual volumes will feature reviews of research, trend updates, case studies, symposia, international and multicultural comparisons, etc. Volume 1 is available for $29.95 ($26.95 prepaid) from Sage Publications, Inc., PO Box 5024, Beverly Hills, CA 90210.

Researchers on Women and Gender at UC Davis

The third edition of the *Catalog of Research on Women and Gender* has been published by the Women's Resources and Research Center at the UNIVERSITY OF CALIFORNIA (UC), Davis. The *Catalog*, organized by subject, pulls together research on women and gender conducted by UC researchers. This new edition includes research not only *on* women but research with implications *for* women. It also includes titles of those master's and doctoral dissertations written by UC Davis students since 1970 which address women or gender. The 74-page *Catalog* contains approximately 700 citations from over 100 faculty members in 40 different departments and schools and from over 150 graduate students on subjects such as: academic women, advertising, childcare, evolutionary theory, family, feminist theory, literature, orthopaedics, pornography, religion, reproduction, sexual assault, and women in developing countries. The listing can serve as a useful model for other institutions and organizations wishing to link scholars who share research interests. Copies of the *Catalog* are available for $3.00 from the Women's Resources and Research Center, Univ. of California, Davis, 10 Lower Freeborn Hall, Davis, CA 95616.

Women Writers in the Spotlight

Articles on Women Writers, Volume 2, 1976–1984: A Bibliography compiles articles on the works of women novelists, essayists, poets, dramatists, diarists, letter writers, and short story authors. By focusing on writers such as Mary Gaunt, Frances Newman, and Laura Jean Libbey, as well as more familiar names such as Ayn Rand, Edna Ferber, and Carson McCullers, the compiler, Narda Lacey Schwartz, hopes to focus attention on women writers not currently in the mainstream of literary curricula. *Articles on Women Writers, Volume 2* provides nearly 7,800 entries from scholarly and popular sources, on more than 1,000 authors from the U.S., Great Britain, Ireland, Australia, Canada and New Zealand—plus others writing in English. The 300-page book extends and updates an earlier volume which covers commentary on women writers published between 1960 and 1975. Copies of Volume 2 are available for $50.00 from ABC-Clio, PO Box 4397, Santa Barbara, CA 93140.

Source for Women's Studies Bibliographers

Bulletin of Women's History Sources covers news of interest to bibliographers in women's studies. The first issue, June 1985, includes articles on collection policies, "deaccessioning," collections of interest, and news of the ad hoc Women's Collecting Group. The editors invite news items and short articles. To submit articles or to subscribe, contact Elizabeth Snapp, Director of Libraries, Texas Woman's University, Box 23715, Denton, TX 76204.

1986 QUILL Themes Announced

Incorporating the new scholarship on women and developing courses that emphasize critical thinking are the two themes for the Association of American Colleges' 1986 QUILL (Quality in Liberal Learning) competition. The QUILL program of direct grants is designed to encourage colleges and universities to improve their undergraduate instruction. In 1985, 11 grants were awarded of about $4,500 each. Proposals are considered from AAC member schools and are due May 31, 1986. For more information on QUILL guidelines for 1986, contact Jane Spalding, Program Associate, AAC, 1818 R St., NW, Washington, DC 20009.

MINORITY WOMEN

Gender Balancing the Curriculum at Wheaton

As part of its celebration of the contributions of women from diverse races and cultures to scholarship and research, WHEATON COLLEGE (MA) held a regional institute on curriculum integration from July 29–Aug. 1, 1985. The purpose of "Cross-Cultural Perspectives and Women's Experiences" was to help participants develop and improve undergraduate curricula by including the perspectives of working class, Third World and minority women; and to share experiences and insights gained from the participants' work in curricular integration. A follow-up institute is planned for June 1986 to assess the results and impact of the project during the past academic year.

Gender balanced curricula have been a concern at Wheaton since 1980 when it received a three-year grant from the Fund for the Improvement of Postsecondary Education which enabled the college to take significant steps toward integrating women's scholarship into the curriculum. For further information, contact Frances Maher, Asst. Professor of Education, Wheaton College, Norton, MA 02766.

Networking for Hispanic Women

The National Network of Hispanic Women (NNHW), housed at the Center for Research on Women at STANFORD UNIVERSITY (CA), is dedicated to the advancement of Hispanic professional women and serves to promote a partnership between the leaders of corporate America, the government and higher education and talented Hispanic women across the nation. The Network is a membership organization with 200 charter members and over 3,000 affiliate members.

NNWH's program goals are:

- to disseminate research and career information; and
- to encourage and promote the increased participation and growth in leadership positions of Hispanic women and girls in business, education, government, and particularly in science, high technology and other professional fields where Hispanic women have historically not been strongly represented.

To carry out its goals, NNHW sponsors the following activities: regional roundtable seminars; leadership training forums; networking events; speakers bureau; talent/job bank; career forums; and career newsletter. For more information on the Network, contact Sylvia Castillo, Executive Director, NNHW, P.O. Box 4223, Stanford, CA 94305.

Upcoming Events and Publications from Memphis

The Center for Research on Women at MEMPHIS STATE UNIVERSITY (TN) will be sponsoring two different events in the coming months:

- *Workshop on Women in the Curriculum*, May 28–30, 1986 which is designed for college level faculty who are interested in either developing new courses on women or revising established courses to include more material on women.
- *Summer Research Institute on Race and Gender*, June 23–29, 1986 which is designed for researchers, teachers and graduate students who want to develop more skills in researching issues of race and gender.

For information and applications, write to Jo Ann Ammons or Marie Santucci, The Center for Research on Women, Memphis State University, Memphis, TN 38152.

The Center has recently made the following publications available:

- *Selected Bibliography on Women of Color*, $3.00
- *Class Perceptions in the Black Community*, $2.00
- *Work and Survival for Black Women*, $1.50
- *Southern Women: The Intersection of Race, Class and Gender*, $4.00
- *Selected Bibliography on Southern Women*, $2.00

For ordering or further information, write to the Publications Dept. at the address above.

Study Focuses on Concerns and Needs of Black Re-Entry Women

"Black Reentry Females: Their Concerns and Needs" discusses the results of a study that examined how Black women in selected graduate schools perceive their re-entry into higher education. Written by Mildred Dalton Henry, it describes some of the needs and concerns these women express and offers some implications for program administrators.

To obtain a copy of the Summer 1985 *Journal* of the National Association for Women Deans, Administrators and Counselors in which the article appeared, send $7.50 to NAWDAC, 1325 18th St., NW, Suite 210, Washington, DC 20036. All orders must be prepaid.

Conference Held on Africana Women's Studies

The Africana Women's Center at ATLANTA UNIVERSITY (GA) held a national conference Dec. 13–14, 1985 on "Africana Women's Studies in the United States," the first conference of its kind ever held dealing with women's studies involving African, Caribbean and Afro-American women. It included workshops on case studies of Africana women's studies in historically Black colleges.

Papers from the conference are available as part 4 of a 4-volume set of information on Africana Women's Studies. Individual volumes may be purchased for $5.00 each. For more information, contact Africana Women's Center, 223 James P. Brawley Dr., Atlanta University, Atlanta, GA 30314.

Focusing on the Third World Women in Agriculture

The National Council for Research on Women has commissioned *Third World Women in Agriculture*, an annotated bibliography which is a useful resource for research on women in development. Prepared by Shelly Kessler, it is available for $5.00, prepaid, from The National Council for Research on Women, Sara Delano Roosevelt House, 47-49 East 65th St., New York, NY 10021.

Studying the Relationships of Race, Culture, Class and Feminism

"Race, Culture, Class: Challenges to Feminism" was the topic for a day-long symposium held in December 1985, sponsored by the Five College Women's Studies Project on Feminism and Difference. The Project, which consists of a series of five events planned from 1985–1987, is designed to focus on recent approaches to women's studies and feminist theory. Affiliated institutions with the Five College Women's Studies Project are AMHERST COLLEGE, HAMPSHIRE COLLEGE, MOUNT HOLYOKE COLLEGE, SMITH COLLEGE, and the UNIVERSITY OF MASSACHUSETTS. For more information on the Project, contact Five Colleges, Inc., Box 740, Amherst, MA 01004.

CHILD CARE

Maternity and Paternity Leave for Residents

The American Medical Association has published a study of maternity leave policies for residents prompted by long-standing concern about the issue. The report, which examined 2,321 residency training programs in the U.S. and surveyed 1,400 women physicians, discusses organizational policies and relevant laws, including the 1978 pregnancy discrimination law, and offers extensive recommendations for residency programs on maternity and paternity leave. Two-thirds of the women physicians responding had children at some point in their career. Almost one-half had their first child during training and one-quarter had their second child during training. The study recommends that all programs should have written policies; policies should be included in the written agreement between the resident and the program; the duration of disability leave should be based on the individual's condition and needs; staffing and scheduling should be flexible enough to allow for coverage without creating unreasonable increases in other resident's work loads; and residents should be able to return to their training program after leave without loss of training status. The issues and recommendations contained in the report might be adaptable for other institutions, employers, and organizations.

Making Parents Feel "At Home" on Campus

The *Re-Entry Women's Newsletter*, published at the UNIVERSITY OF CALIFORNIA, Santa Cruz, includes a "parent's page" which provides information on support services for parents at the university. In the November 1985 issue, for example, the parent's page explained the Parent Locator File run by the Women's Re-Entry Office, a system for contacting parents during classes. It also described a campus babysitting co-op and how to join, and provided a listing of services available from the Cowell Student Health Service.

Child Care: The Facts and More

The National Commission on Working Women has published a four-page *Child Care Fact Sheet* which includes facts and figures on various aspects of child care issues. The topics include working mothers and children, kinds of child care, affordability, quality and wages, and the national outlook—who supports child care. The *Fact Sheet* notes that in 1984, 56 percent of all children had mothers in the workforce, and that over 60 percent of all mothers with children under 18 worked outside the home. Copies are available free from the National Commission on Working Women, 2000 P St., NW, Suite 508, Washington, DC 20036.

SEXUAL HARASSMENT AND RAPE

Trained Staff Trains Others on Sexual Harassment Prevention

THE UNIVERSITY OF WASHINGTON (UW) has implemented a new program to educate 40 staff members on sexual harassment prevention. The program, which concentrates on changing behavior rather than attitudes, trains clerical workers, administrators, student counselors and others who then present information on sexual harassment to all UW staff members. The idea is to present consistent information from a centralized

source. Since the program began in April 1985, the newly trained staff members have given 90-minute presentations on sexual harassment to 35 UW programs and academic departments. For more information, contact the UW Staff Training and Development Office, University of Washington, Mail Stop DW-60, Seattle, WA 98195.

This Speech Worth Paying Attention To

When some people give a speech, the audience nods off and catches up on much-needed sleep. That is, unless the speaker is Mary P. Rowe, Special Assistant to the President at the MASSACHUSETTS INSTITUTE OF TECHNOLOGY (MA) and noted expert in the field of sex discrimination and sexual harassment. In May 1985 Rowe gave a lively, down-to-earth, practical presentation on the issues involved in sexual harassment, from the point of view of the university. She discussed various legal issues involved and described a letter to the sexual harasser, which is a technique she developed for stopping harassment. Copies of the edited transcript of "Dealing With Harassment Concerns" are available free from the Office for Women in Medicine, 333 Cedar St., New Haven, CT 06510.

A Question of Confidentiality

When a woman is raped a rape crisis counselor will often help her through the initial trauma and provide follow-up emotional support. When the alleged attacker is caught, his attorney then subpoenas the counselor's records. The question is: Are those records privileged and confidential or not?

Maxine Hoffman Neuhauser addresses this question in the Summer 1985 issue of the *Women's Rights Law Reporter* and concludes that the victim's need for confidential communication with a counselor outweighs any advantage to the defendant to obtain the records. Single copies of the Summer 1985 *Women's Rights Law Reporter*, Vol. 8, No. 3, are $9.00 for institutions and $5.00 for individuals from *Women's Rights Law Reporter*, Rutgers Law School, 15 Washington St., Newark, NJ 07102.

Even Parents Would Agree This Video is Worth Seeing

"Sexual Harassment: Taking New Aim at an Old Problem" is a videotape developed by OKLAHOMA STATE UNIVERSITY which provides a specifically designed comprehensive, training/sensitivity program for college and university students. The fifteen-minute videotape features a series of seven vignettes and an instructor's manual, to be used by the person presenting the videotape, featuring background information related to sexual harassment plus a series of questions designed to trigger discussion. The videotape and accompanying training manual are available for rental ($20.00) or purchase ($60.00) from Cindy Ross, Director of Academic Affairs Administration, 101 Whitehurst Hall, Oklahoma State University, Stillwater, OK 74078.

Film Dramatizes Sexual Harassment on Campus

A film dramatizing the situations of two women college students who have experienced different forms of sexual harassment has been produced by the Audio-Visual Center at INDIANA UNIVERSITY. "You Are the Game: Sexual Harassment on Campus" also contains a follow-up panel discussion which provides insight into broader issues such as why sexual harassment occurs, how it affects the educational climate and what can be done about it.

The film is available on 3/4" U-Matic and 1/2" VHS and costs $35.00 to rent or $110.00 to purchase. A discussion guide is available to purchasers. For more information, contact the Audio-Visual Center, Indiana University, Bloomington, IN 47405.

Practical Help for Victims of Sexual Exploitation at the University of Florida

Dealing With Sexual Exploitation: A Resource Guide, developed by the Coordinating Committee on Sexual Exploitation at the UNIVERSITY OF FLORIDA, is a practical guide for students which describes various forms of sexual exploitation and where to go to get help in dealing with them. It covers:

- gender and sexual harassment
- obscene phone calls and flashing
- incest and couple, spouse and child abuse
- sexual battery

The booklet, which also contains a list of resources and appropriate phone numbers, may be the first of its kind to cover these problems in one place. Individual copies of *Dealing With Sexual Exploitation* are available free while supplies last from Phyllis Meek, Associate Dean for Student Services, University of Florida, 129 Tigert Hall, Gainesville, FL 32611.

ACQUAINTANCE RAPE ON CAMPUS: CALL FOR INFORMATION

In researching our most recent paper *Campus Gang Rape: Party Games?* we came to realize that surprisingly little has been written about acquaintance rape on campus. A few researchers have done studies of the incidence of sexual assault and acquaintance rape at their institutions and most recently the *Ms.* Magazine Campus Project on Sexual Assault surveyed more than 7,000 students at 35 schools. The preliminary results of that survey confirm that date rape is a campus problem:

- Fifty-two percent of all the women surveyed have experienced some form of sexual victimization.
- One in every eight women were the victims of rape, according to the prevailing legal definition.
- One in every 12 men admitted to having fulfilled the prevailing definition of rape or attempted rape, yet virtually none of those men identified themselves as rapists.
- Of the women who were raped, almost three-quarters did not identify their experience as rape.
- Forty-seven percent of the rapes were by first or casual dates, or by romantic acquaintances.
- Three-quarters of the women raped were between the ages of 15 and 21; the average age at the time of the rape was 18.
- More than one-third of the women raped did not discuss their experience with anyone; more than 90 percent did not tell the police.

Because there is much that colleges and universities can do to help prevent these rapes from happening, the Project is exploring the problem of acquaintance rape on campus and is looking at ways to help institutions heighten awareness of rape and sexual assault issues, prevent acquaintance rape on their campus, and develop effective policies and programs to deal with the issue.

We are seeking any descriptive materials or information about campus rape prevention programs and activities as well as information about research, policies, and how rape has been handled on your campus. Send information to Julie K. Ehrhart, Project on the Status and Education of Women, Association of American Colleges, 1818 R St., NW, Washington, DC 20009.

Public Service Announcement Against Date Rape

Donald Bertsch, director of the counseling center at CENTRAL MICHIGAN UNIVERSITY is developing a 30-second public service announcement for local radio stations which will focus on date rape. It will say, "Care about yourself; care about others. Yes means Yes; No means No. Sexual assault is a crime."

WORKING IN ACADEME

The Status of Women Faculty in Utah

The most recent annual review of women faculty members in the Utah System of Higher Education shows that women are currently 21.4 percent of all faculty positions and that there has been a 20 percent increase in the number of female faculty in the last five years, from 400 to just over 500. The largest number of faculty women are located in the rank of Assistant Professor, the second largest group is that of Associate Professor. Male faculty have had, and continue to have, their largest numbers in the highest ranking of Professor, with a decrease in number as the ranking and salary decreases. Copies of the 28-page report, "Women in Faculty Positions in Utah System of Higher Education," prepared by Lou Jean Flint, are available free from the State Board of Regents, Utah System of Higher Education, 355 West North Temple, 3 Triad Center, Suite 550, Salt Lake City, UT 84180.

Women Faculty in Communications Not Heard

Women communications faculty earn less than their male counterparts—from $455 to $7,467 less, even when earned degrees and teaching and industry experience were the same, according to a study at SYRACUSE UNIVERSITY (NY). Women also hold the lowest faculty positions, with 83 percent assistant professors or below, or they hold special or part-time appointments. A 66-page report of the study, *Faculty Women in Journalism and Mass Communications: Problems and Progress*, is available free from Mary Beth Berolatti, Communications Coordinator, Syracuse University, 820 Comstock Ave., Syracuse, NY 13210.

Fellowships Given to Women and Minorities With Faculty Potential

The UNIVERSITY OF CALIFORNIA is responding to the shortage of women and minority faculty members by offering fellowships to approximately 20 women and minority postdoctoral students who hope to become university faculty members. Awards in the second annual President's Fellowship Program will total more than half a million dollars. Fellowship stipends ranging from $22,000 to $28,000, with money also available for travel and research, will be given to women and minorities pursuing careers in disciplines in which they are underrepresented. Preference will be given to applicants in business, engineering, computer sciences, mathematics and the physical and life sciences, but applications in other fields are considered. For more information, contact the President's Fellowship Program, University of California, Office of the President, University Hall, Room 359, Berkeley, CA 94720.

EMPLOYMENT

Want A Hard Worker? Hire A Woman

Researchers at the UNIVERSITY OF CALIFORNIA, Santa Barbara, in a study of men's and women's working patterns, have found that women work harder than men, at home and at their jobs. William and Denise Bielby's study of 1,515 workers showed that 65 to 70 percent of women give more time and attention to their jobs than men despite the fact that women also spend more than twice as much time on household tasks.

The study challenges the popular belief that women allocate less effort to outside employment because of their household and family responsibilities and therefore seek less demanding jobs with lower pay. Quite the contrary, say the researchers; in fact, other studies have suggested that women tend to underestimate the value of their work, so "our estimates may actually understate the sex difference in allocation of effort." Results of the study were presented at the 1985 annual meeting of the American Sociological Association.

Sex-Linked Occupational Ghettos the Norm for American Workers

The American workplace continues to be primarily characterized by sex segregation, according to a report by the National Research Council of the National Academy of Sciences, released in December 1985. "Millions of women continue to work in a small number of almost totally female clerical and service occupations, and men continue to make up the majority of workers in the majority of occupations," the study said. Looking at census occupational categories in 1981, the report found that "62 percent of all female or male workers would have to shift to an occupation currently dominated by members of the other sex in order for the distributions of female and male workers across occupations to be identical and for occupational sex segregation to be totally eliminated."

The 173-page report also praised affirmative action laws, calling them the major factor in felling discrimination barriers against women and minorities. The Council cautioned, however, that the elimination of sex discrimination in employment is expected to slow down in the future because jobs dominated by one sex or another are expected to multiply faster than integrated occupations. In addition, the Reagan administration's reversals of federal civil rights policy are "likely to negatively affect women's future employment possibilities," said the report. *Women's Work, Men's Work: Sex Segregation on the Job*, is available for $15.50 from National Academy Press, 2101 Constitution Ave., NW, Washington, DC 20418.

More on the U.S. Civil Rights Commission vs. Comparable Worth

The U.S. Commission on Civil Rights report which urged rejection of the comparable worth theory by Congress and civil rights enforcement agencies has been strongly criticized by the General Accounting Office (GAO). The GAO's report cites "internal inconsistencies and other errors" in the Commission's 1984 study. For example, according to the GAO, the Commission wrongly stated that comparable worth advocates believed salaries should be set "without regard" to merit, seniority, or supply and demand. The GAO emphasized that instead, proponents generally said they believed these factors "can be incorporated into equitable compensation plans." Comparable worth advocates "have always contended that one must distinguish between legitimate (e.g. merit or seniority) and illegitimate factors (e.g. discrimination) contributing to pay differentials," said the GAO.

The GAO study was requested by Rep. Mary Rose Oaker (D.-Ohio), Chair of the House Post Office Subcommittee on Compensation and Employee Benefits, and a long-time supporter of comparable worth. Copies of the GAO report, "Comments on the Report on Comparable Worth by the U.S. Commission on Civil Rights" (GAO/GED-85-59) are available free from the U.S. GAO, Document Handling and Information Services Facility, PO Box 6015, Gaithersburg, MD 20877.

Help for Part-Timers

Two new resources for part-time workers have been published by the Association of Part-Time Professionals (APTP). *Part-Time Professional* offers practical advice on where to find part-time professional jobs; converting full-time positions to part-time; how to negotiate with employers; how to sell yourself as a part-time worker; benefits; and keeping professional advancement on schedule. The 158-page book, written by Diane S. Rothberg and Barbara Ensor Cook, describes specific techniques for handling problems on the job and profiles many successful part-time professionals in a variety of work situations.

Employee Benefits for Part-Timers shows part-time workers, employers, and personnel officials how to prorate employee benefits for part-timers. The 52-page handbook also discusses:

- legally required benefits, group insurance, pension plans, and flexible benefits programs;
- benefits costs of using part-time employees; and
- sample benefits packages offered by employers.

Employee Benefits for Part-Timers, written by the same authors, is available for $6.95 to members and $7.95 for nonmembers. *Part-Time Professional* is $7.95 for members, $8.95 for nonmembers. Add $1.50 for postage and handling. Orders should be sent to APTP, PO Box 3419, Alexandria, VA 22302.

NONTRADITIONAL CAREERS

Women Can and Do Compute

A special interest group for women in computing was formed at the 1985 annual meeting of EDUCOM, a higher education consortium that deals with computer issues. The women's interest group will focus on these concerns:

- How can it provide professional support for women involved in computing in higher education?
- What are the barriers to women who might enter technical fields—and what can be done about them?
- What can women bring to technical fields that is different—and perhaps better—than what already exists?

The group hopes to hold further sessions on women in technology at EDUCOM's next annual conference. For more information contact either of the group's co-chairs, Jean Dexheimer, Assistant Director, Center for Design of Educational Computing, Carnegie-Mellon University, Pittsburgh, PA 15213; or Mary Grace Smith, Director, Educational Technologies Database Project, Harvard University, Cambridge, MA 02138.

Women in Nontraditional Careers: A Discouraging Word

Women are discouraged by sex discrimination and sex-role stereotyping from considering careers in science and engineering, according to a report from the U.S. Congress' Office of Technology Assessment (OTA). Women who do become scientists and engineers face differential treatment such as less pay and fewer promotions than men. The OTA report also indicates that "women's attrition rates from scientific and engineering careers are 50 percent higher than men's and their unemployment rates are more than double." In academia, "men are far more likely than women to hold tenure-track positions, to be promoted to tenure and to achieve full professorships."

According to the report, "The differential treatment of women in the work force directly violates the principle of equality of opportunity because it affects people who have established, by virtue of obtaining an advanced degree, the right to pursue a scientific or engineering career based solely on the quality of their work. . . . It also has a significant discouraging effect on female students in the educational pipeline, who see the future benefits of their investment in science and engineering education eroded by potential unemployment and underutilization in the work force." For a free copy of "Demographic Trends and the Scientific and Engineering Work Force," contact the Office of Technology Assessment, Washington, DC 20510.

Good News and Not-So-Good News for Women in Science, Engineering and Technology

Like their male counterparts, new women graduates are benefiting from an improved job market, particularly in some engineering fields. However, despite only modest salary gains since 1983 for both women and men scientists and engineers, men continue to earn much more than women. These are among the findings of a new report by the Commission on Professionals in Science and Technology (formerly the Scientific Manpower Commission), *Salaries of Scientists, Engineers and Technicians*. The report outlines changes in the 1980's, using salary data from more than 50 salary surveys, and notes that differences in starting salary offers ranged from $560 in computer science to $3,768 in the health professions. The salary gap in all fields persists at every degree level and widens with years of experience.

Women also earn substantially less than their male colleagues working in research and development regardless of field or degree level, while women working in managerial and professional occupations reported earnings that were 51 percent below those reported by their male colleagues.

The study also found that men are paid more than women faculty regardless of discipline, type of institution, years of experience or rank. However, the salary gap is somewhat less

Some Facts and Figures on Women in Medicine

From the Association of American Medical Colleges:

- The 1985–86 academic year saw an overall decrease of 8.5 percent in the number of applicants to medical schools. The number of women applicants declined by 7.2 percent, from 12,476 to 11,562. Women comprised 35.2 percent of the applicant pool.
- The total enrollment at medical schools is 32.5 percent female. Of the 1985 graduates, 30.1 percent (4,904) were women.
- Women are six percent of full professors on the U.S. medical school faculty; they are 14.2 percent of associate professors; 23.7 percent of assistant professors; 36.5 percent of instructors. They are 17.7 percent of all medical school faculty. Thus the pattern is identical to that of academe in general: the higher the rank, the fewer the women.

From the *Directory of American Medical Education:*

(These figures are based strictly on titles so that women holding other top positions such as vice-president are not included.)

- Women are 20.4 percent of the 348 assistant deans in U.S. medical schools.
- Women are 9.6 percent of the 635 associate deans.
- Of 60 positions called senior deans—above associate dean but below the dean, women hold eight (13.3 percent).
- There are 50 women chairing medical school departments and another 15 who are acting or interim chairs. This is approximately 2 percent of all chairs.

than in earlier years. The 196-page report, by Eleanor Babco, published in November 1985, is available for $35 prepaid from the Commission on Professionals in Science and Technology, 1500 Massachusetts Ave., NW, Suite 831, Washington, DC 20005.

Teaching Math to Adult Women

Beyond Equals. To Encourage the Participation of Women in Mathematics is a handbook which provides effective strategies for teaching the foundations of mathematics and deductive reasoning skills to adult learners. The book includes chapters on function machines, problem solving, arithmetic and algebra, and games and activities. The 149-page book is available for $10.00 from The Math Science Resource Center, Mills College, Oakland, CA 94613.

RESOURCES

The Feminist Press On the Move

The Feminist Press, formerly housed at the STATE UNIVERSITY OF NEW YORK in Old Westbury, has moved to the CITY UNIVERSITY OF NEW YORK in New York City. For 15 years, under the leadership of Florence Howe, the Feminist Press has published over 100 books, monographs and pamphlets by and about women. It is anticipated that the Feminist Press will begin to expand into ethnic studies, urban studies and the history and culture of New York. The new address is: The Feminist Press at The City University of New York, 311 East 94th St., New York, NY 10128.

Playing With Feminist Trivia

In honor of the 15th anniversary of The Feminist Press, the International Feminist Trivia Collective developed HER GAME, a card game that asks questions about women's history, culture, and present achievements. More than 50 women's studies faculty and students helped design this educational but lighthearted game of one thousand and one questions. HER GAME will be available in Summer 1986 for $25.00 from the International Feminist Trivia Collective, c/o NCRW, 47-49 East 65th St., New York, NY 10021. Checks should be made payable to IFTC.

Mentoring Your Way to the Top in Higher Education

Is Mentoring the Key to Success? is a publication of the proceedings of the 1984 Wisconsin Women in Higher Education Administration conference. The monograph provides an introduction to current research in mentoring, includes various mentoring experiences of women leaders in Wisconsin higher education administration and provides a selected bibliography on mentoring. Copies of the 38-page proceedings are available for $3.00 from the Office of Women, University of Wisconsin System, 1802 Van Hise Hall, 1220 Linden Dr., Madison, WI 53706. Make checks payable to WWHEA.

Bringing Language Up to Date

The Guide to Nonsexist Language and Visuals is designed to help writers, editors, broadcasters, researchers, and others update their language and images, refresh writing and speaking, and choose photos and illustrations that represent people fairly. The 25-page guide, edited by Rhonda Lee, offers tips on solving the "generic" male pronoun problem without resorting to he/she; clearing up stereotypical nouns, verbs and titles; using parallel titles and forms of address; attributing sources; preparing broadcasts and visual images; and checking classroom communication for bias. Published by the UNIVERSITY OF WISCONSIN-EXTENSION in conjunction with the Department of Agricultural Journalism, the guide is available for $2.00 prepaid from, UW-Extension Bookstore, 432 North Lake St., Madison, WI 53706.

Museum to Honor Women Artists

The National Museum of Women in the Arts celebrates the contributions of women to the history of art. Scheduled to open its permanent headquarters in late 1986, the Museum will present, and interpret for the public, the vast achievements of women artists through its permanent collection, exhibitions, theatrical and musical performances and Library and Research Center. The core of the permanent collection is the Holladay Collection which contains over 400 works by more than 150 artists from 16 countries. From the Renaissance to the present, European to native American, the collection includes paintings, drawings, sculpture, pottery, prints, books, and photography.

Although the Museum will be housed in Washington, DC, it is forming state committees which will work in cooperation with the Museum to further the appreciation of art produced by women in their areas. The state committees will be able to send exhibitions to the Museum; the first such exhibition is from Kansas and will open in 1987. For more information on the Museum, contact Elizabeth C. Cattan, The National Museum of Women in the Arts, 4590 MacArthur Blvd., NW, Washington, DC 20007.

A Look at the World of Private Academies

A Portrait of a School: Coeducation at Andover is a comprehensive equity study of a private secondary school which argues against unequal admission quotas in private education. Written by Kathleen Dalton, the 213-page book may be useful to scholars because of the extensive research cited; to others doing similar studies at any level of education, whether public or private; and to anyone interested in any aspects of equity in education. *Coeducation at Andover* is available for $10.00 from Coeducation Study, c/o Chris Shaw, Phillips Academy, Andover, MA 01810.

Let Your Fingers Do the Walking

A Woman's Yellow Book is a comprehensive, up-to-date national directory of organizations concerned with women's issues which is intended to be used to promote networking among groups with common interests. The book is arranged alphabetically and by interest area, and includes names, addresses, contact persons, geographic areas, services, and publications. Published by the Federation of Organizations for Professional Women (FOPW), the 1984 edition of the book is available for $10.00 (individuals and non-profit associations) or $12.00 (schools, libraries, businesses) from FOPW, 1825 Connecticut Ave., NW, Suite 403, Washington, DC 20009. The 1986 edition is expected to be available in fall 1986.

A similar publication is *The Directory of National Women's Organizations* which is also a comprehensive listing of organizations dealing with women's issues. This publication, however, was developed with the intention of forming a bridge between nonprofit organizations and the corporations and foundations who are potential funders. Besides names and addresses, it lists contact persons, describes structure, and lists services of all the organizations included. Copies are available for $19.95 from Sales Office, American Association of University Women, 2401 Virginia Ave., NW, Washington, DC 20037.

TAKING NOTES

Princeton Eating Clubs: Eleven Admit Women, Two Still Bar Access

Cottage Club, one of three remaining PRINCETON UNIVERSITY (NJ) eating clubs that had refused admission to women has voted to admit women. Current undergraduates voted against the measure by more than 4–1 but were overruled by the alumni.

The eating clubs have been a center of controversy ever since Sally Frank sued in 1979 when she was denied admission to all of the clubs. Seventy percent of Princeton's upperclassmen dine at one of the 13 eating clubs. The Frank case is still pending. An administrative law judge recently upheld a May 1985 ruling by the New Jersey civil rights division which held that the eating clubs are a public accommodation and therefore subject to state laws against sex discrimination. Hearings are scheduled to determine whether the clubs discriminated against Frank and if so, what action should be taken.

Never Mind . . .

After a heated debate MARY WASHINGTON COLLEGE (VA) decided not to change its name to Washington-Monroe College after all. In January 1986 the trustees rescinded their decision to rename the college in part because the proposal was greeted with strong resistance by the alumni. College administrators also feared that a long and bitter debate in the Virginia General Assembly (which would have had to approve the name change because Mary Washington is a public institution) would have hurt their efforts to gain the legislature's support on other matters.

The college's board had proposed the name change earlier because its members felt that Mary Washington conveyed the image of an all-female institution when in fact the college has been coeducational since 1970.

Watch Out Irving Berlin

The MASSACHUSETTS INSTITUTE OF TECHNOLOGY, in deference to the fact that one-quarter of its students are female, has revamped its school song so that "Arise Ye Sons" will now be known as "In Praise of MIT." According to the MIT news office, some of the wording has also been changed to "remove sexual nomenclature."

Part-Time Students in Minnesota Get a Break

The Minnesota state legislature has voted a substantial increase in state financial assistance to part-time students, making $7.3 million available for the next two years. Two years ago the appropriation amounted to only $600,000. The new rules mean that by 1987, students enrolled for five credits or less may apply for financial aid. For more information, contact the Minnesota Higher Education Coordinating Board, Capitol Square Bldg., Suite 400, 550 Cedar St., St. Paul, MN 55101.

Some Things Haven't Changed

Back in 1968 psychologists did a study and found that an article was judged superior when it was supposedly written by a man but not so when it was supposedly written by a woman. The bad news is that times haven't changed much.

Two KENT STATE UNIVERSITY (OH) psychologists asked 300 men and women to evaluate an article that was supposedly written by John T. or Joan T. or Chris T. or by an anonymous author. Whether the articles were on masculine, feminine or neutral topics they found that those supposedly written by a man were rated as more insightful, better written and higher in overall quality.

Commenting on the obvious pro-male bias, researchers Michele A. Paludi and Lisa A. Strayer note that the role of the male is more highly valued by both males and females in the North American culture, so even when the behavior is identical men's behavior is rated higher than women's. The study appeared in *Sex Roles*, Vol. 12, No. 3/4, 1985. Reprints of the article are available free while supplies last from Michele A. Paludi, Dept. of Psychology, Kent State University, Kent, OH 44242.

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The Association of American Colleges is the only national organization dedicated to the support and encouragement of liberal learning at all colleges and universities. Founded in 1915, AAC has long championed quality in higher education among its members, as well as business and government leaders. This leadership is demonstrated through resources and projects aimed at building consensus for directed action on urgent education issues.

In addition to the Project on the Status and Education of Women, AAC activities include:

- **Grants** to help member institutions solve educational problems on their own campuses.
- **Council for the Improvement of Liberal Education,** a new action arm of AAC, to build alliances among the country's most thoughtful educators and proponents of liberal learning.
- **Project on Redefining the Meaning and Purpose of Baccalaureate Degrees** to expand the debate on the meaning of the baccalaureate degree and seek consensus on its purpose.
- **Annual Meeting** to bring together higher education administrators and faculty with leading representatives of corporate America, the media, the foundation community, and the Federal Government.
- **Publications** to explore critical issues facing higher education and especially liberal education.

For further information, contact the Association of American Colleges, 1818 R Street, NW, Washington, DC 20009 (202) 387-3760.

ON CAMPUS WITH WOMEN

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ON CAMPUS WITH WOMEN

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WOMEN'S SPORTS

Marketing Women's Athletics

The women's athletics department at THE UNIVERSITY OF MINNESOTA has established what they believe to be the first full marketing effort ever developed for a women's collegiate athletics program. The purpose of the campaign, which uses 20 billboards, 60 bus stop posters and radio and television spots, is to raise awareness rather than money, according to Pamela W. Holt, director of promotions and public relations. Grey Advertising donated its services free of charge and developed a new logo for the women's athletic department by taking the Minnesota Gophers' traditional large gold "M" and adding a smaller "s." One of the most popular components of the campaign is a poster of a woman athlete which reads "Watch a scholar overcome a hurdle." The idea, according to Merrily Dean Baker, the Golden Gophers' director of women's athletics, is to "get away from the cheesecake" and focus on scholarship. Copies of the poster are available for $7.00. To purchase a poster or for further information, write Hurdler, Women's Promotions, 516 15th Ave., SE, Minneapolis, MN 55455.

A Sporting Approach to Women's Studies

"Gender in Sport" is the title of a new class developed by Erlice J. Killorn as part of the new Women's Studies minor at CENTRAL WASHINGTON UNIVERSITY. Using a "problem-issue approach," the following concepts are explored in class:

- the theoretical bases of sport as a socializing agent;
- the historical participation of both men and women in sport;
- past and present sexual discrimination in sport;
- models of sport participation; and
- theories of feminism and application of these theories to the development of new models for change in sport.

For more information contact Erlice J. Killorn, Central Washington University, Department of Physical Education, Health Education and Leisure Studies, Ellensburg, WA 98926.

Where Are All the Minority Women in Intercollegiate Athletics?

Intercollegiate athletics is frequently dominated by minority men; the same certainly cannot be said of minority women. The Equality Center has recently published two articles related to the issue of minority women and athletics.

- "Minority and Low-Income Girls and Young Women in Athletics" by Margaret C. Dunkle describes the current low participation of minority and low-income young women in intercollegiate sports and notes the importance of athletic scholarships in helping to increase participation.
- "Annotated Bibliography on Minority Women in Athletics" by Laura Janis describes various articles and publications dealing with minority women in atheltics, especially intercollegiate atheltics. The 24 publications included range from 1939 to 1984.

The two articles are available as a packet for $4.00 from the Equality Center, 220 I St., NE, Suite 250, Washington, DC 20002.

Women's Sports Officials Seek Innovative Ways to Pay for Programs

Few women's athletic programs enjoy the sort of financing that the state legislature accorded the University of Minnesota programs last year [almost $2.2 million for fiscal 1985-86 and a similar amount for next year].

Most such programs, especially at smaller institutions, are financed with student activities fees. But many women's programs have sought out other, more innovative, ways to pay for their teams' expenses. Some examples:

- The University of Iowa has borrowed the idea of using a credit card to market a women's-sports season ticket in the form of a laminated plastic card—the Hawkeye Gold Card. For $20, donors earn admittance to all women's events for a year. A reserved-seat card costs $30. When the program started four years ago, 500 cards were sold; last year, the total was over 2,100. To advertise the program, a series of 30-second television commercials, featuring well-known Iowa men's coaches, has been produced.
- For six years, the University of Missouri has been raising money for its women's gymnastics program by inviting college teams with nicknames from the cat family to the "Purina Cat Classic." Teams of Panthers, Cougars, and Cats compete against the Missouri Tigers at the event, which has drawn up to 10,500 people in a state where football has long dominated the college sports scene. The cat-food division of the Ralston Purina Company foots the bill for the two-day event. Gate receipts benefit the gymnastics program.
- Large-scale women's athletic departments at such institutions as the University of Texas at Austin are able to develop a variety of fund-raising tactics, such as selling their trade-marks for novelty items, annual-giving funds for athletic scholarships, and gift-in-kind programs in which companies provide goods and services free of charge in return for the public-relations value.

Many women's programs, however, remain dependent on revenues earned by men's teams. That's true at the University of Washington, for example, where after a large recreational-sports complex was built, the athletic department felt that students would no longer be willing to see their activities fees finance intercollegiate programs.

Kit Green, women's athletic director at Washington, backs a project that will add 13,700 seats to the university's football stadium. "We have to provide the football program with anything it needs within N.C.A.A. rules to keep a winning program," she says.

—PETER MONAGHAN

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ON THE CAMPUS

Student Evaluations: Unfair to Women?

Once again another study has confirmed that women faculty are consistently rated more negatively than their male counterparts in student evaluations. Researchers at LAFAYETTE COLLEGE (PA) found that not only males but female students as well seemed to be biased against women professors. Susan A. Basow and Nancy T. Silberg examine a number of sex-role variables and discuss their importance in predicting teacher evaluations. The study also contains a short list of references which would be useful to those researching this subject. Copies of "Student Evaluations of College Professors: Are Males Prejudiced Against Women Professors?" are available free from Susan A. Basow, Psychology Department, Lafayette College, Easton, PA 18042.

Calling All Female and Minority Alumni

In response to a request by President Frank Rhodes of CORNELL UNIVERSITY (NY) to examine the participation of women and minority alumni as trustees, members of advisory councils, in student recruitment, fundraising and the full range of involvement programs, a committee of alumni recommended that the university undertake a strong program to identify, recruit and advance women and minorities in its alumni organizations and programs. The committee recommended increased recruitment efforts for women and minorities through the systematic involvement of undergraduates in alumni activities, to encourage their participation after they graduate. It also urged that the university establish a central office responsible for gathering and disseminating information about women and minority alumni. A limited number of copies of the report are available free from Ann McCann, 436 Day Hall, Cornell University, Ithaca, NY 14853.

More Women Trustees

During the last decade, women have become slightly more visible on college boards of trustees, currently comprising 20 percent of trustees compared with about 15 percent in 1976, according to a survey by the Association of Governing Boards (AGB). The number of Blacks is also increasing: on boards of public institutions they have gone from 5.9 percent to 11.4 percent while on boards of private institutions the numbers have changed only slightly, from 5.1 percent to 5.5 percent. Copies of "Composition of Governing Boards, 1985" are available for $10.00 for AGB members, $12.00 prepaid for others, from AGB, 1 Dupont Circle, Suite 400, Washington, DC 20036.

Student Loans More of a Burden to Women

A survey of former students repaying Guaranteed Student Loans found that women in low-income jobs had the hardest time repaying their loans. Of the 10 percent of borrowers for whom repayment was a large burden, two-thirds of the people in that category were women, 75 percent were single and almost one in seven held a secretarial or clerical job. Of the 628 people surveyed by the National Association of Student Financial Aid Administrators, average men's pay was $23,093 a year while average women's pay was $17,407—75 percent of men's earnings.

What's Happening With Child Care on Campus

According to the U.S. Census Bureau, 40 percent of U.S. colleges offer some form of child care for children six weeks to six years of age. The majority of college students are now over 21, with an increasing number being the parents of young children. Different campuses are responding to the need for child care in a variety of ways. The following are just two examples:

- In a referendum at THE UNIVERSITY OF CALIFORNIA at Santa Cruz, 89 percent of the students voted in favor of paying $1.00 per student per quarter to help support child care on campus. The money will go towards keeping the Infant Care Center on campus from closing, replace worn out equipment in the Center and provide child care scholarships for students who need them. The Board of

Regents is expected to approve it, with implementation projected for the Fall 1986 quarter.

- Harvard Child Care Information and Referral, a service of the Child Care Advisor's Office at HARVARD UNIVERSITY (MA), provides information about the seven different day care centers at Harvard and other child care services in the community including day care centers, nursery schools, licensed family providers, private schools, after-school and summer and vacation programs. The Advisor's Office also coordinates the School Vacation Program for grade school children of Harvard faculty and staff.

In the meantime, there is a National Coalition of Campus Child Care which has a membership of more than 200 people representing centers in all 50 states. It produces a newsletter and sponsors conferences as well as promoting research on the impact of different styles of programs, pros and cons of formal or informal links to the university and a variety of other related issues. The theme of its April 1986 conference was "Campus Child Care: Blending Tradition and Innovation." Conference papers are available from individual speakers. For more information, contact Pamla J. Boulton, Chairperson, National Coalition of Campus Child Care, University of Wisconsin-Milwaukee Day Care Center, P.O. Box 413, Milwaukee, WI 53201.

SEXUAL HARASSMENT & VIOLENCE

Sex with Professor Not a Good Idea in Retrospect

According to a recent survey of women psychology graduates, 17 percent had sexual contact with their professor while they were working towards their degree. At the time of the relationship, 28 percent of the respondents felt that they had been coerced into it; but in retrospect 51 percent now feel that they had been forced, whether subtly or overtly. Researchers Robert D. Glaser and Joseph S. Thorpe at the UNIVERSITY OF MISSOURI-COLUMBIA found that 51 percent of those involved with their professor now consider it a hindrance to their working relationships, compared to 40 percent who felt it was a problem at the time. Sexual contact is apparently on the increase: among those women who graduated 20 or more years ago, only 5 percent had been intimate with their professor; among those who graduated since the mid-1970's, the rate is about 20 percent.

An additional 30 percent of those surveyed reported that they had been sexually harassed; half of those women said that professors had retaliated against them when their advances were refused. The research was reported in the January 1986 issue of *American Psychologist* which is available for $5.00 from the Order Dept., American Psychological Association, 1200 17th St., NW, Washington, DC 20036.

Suing Over Sexual Harassment at San Jose State

A woman who claims she was sexually harassed by a former dean and then demoted when she complained to federal and state authorities sued both the former dean and the president of SAN JOSE STATE UNIVERSITY (CA). Ana Celeste Morrice alleged that former dean of the school of arts and sciences Andrew Hughey made repeated sexual advances to her and then humiliated her in front of co-workers when she refused him. Hughey was accused of sexual harassment by two other women in early 1985. Hughey resigned as dean in January 1986, but still has the right to return in the fall as a professor of counselor education.

Sexual Harassment Poster Tells It Like It Is

As part of its Sexual Awareness Week (April 13-16, 1986) NEW ENGLAND COLLEGE (NH) developed a poster which was put up all over campus, including the doors on the inside of bathroom stalls. The poster read as follows:

Things To Think About

While men can be sexually harassed, women are usually the victims.

Men and women have been led to believe that if a woman really wants to discourage unwanted sexual attention, she can do so, and that if she is sexually harassed, she must have asked for it. In reality, it is not that simple. Many men believe that a woman's 'no' is really 'yes' and therefore do not accept her refusal. Further, when a man is in a position of power, such as a teacher or employer, the woman may be coerced or feel forced to submit. Sometimes women who are being harassed feel that if they ignore the problem, it will go away. The truth is, the situation could continue or get worse.

New England College is committed to providing equal acccess to educational opportunities to all its students. Sexual harassment can substantially interfere with a student's education. Help us provide an environment free from sexual harassment by confronting and reporting it when it occurs.

Those Who Can Help [followed by a list of phone numbers of appropriate people to contact]

The poster was also reprinted on the back of the program brochure for Sexual Awareness Week.

Fraternities and Sororities Facilitating Communication Between the Sexes

A number of the fraternities and sororities at the UNIVERSITY OF ROCHESTER (NY) have held a series of joint sexual awareness forums to discuss the differences between the sexes. Begun initially to focus on the problem of sexual harassment, the forums have evolved into general discussions about communication between the sexes. Perhaps one of the most successful parts of the forums has been the involvement of role models, including the football, soccer and track coaches as well as student leaders and people from all over campus. Next year they hope to make it open to the rest of the university. For further information contact Jody Asbury, Office of the Dean of Students, University of Rochester, Rochester, NY 14627.

In the meantime, the president of the Interfraternity Council at the UNIVERSITY OF FLORIDA has called for the formation of a committee called the Sexual Awareness Greek Association. In his letter to presidents of campus fraternities, Paul Faver wrote that the purpose of the committee will be to develop programs that will encourage discussions about relationships between men and women, examine societal influences in developing sex roles and bahaviors, and "incorporate the concept of date and acquaintance gang rape." The committee will be free to set its own goals and strategies. For more information, write to Paul Faver, president, Interfraternity Council, J. Wayne Reitz Union, University of Florida, Gainesville, FL 32611.

Taking a Constructive Approach to a Bad Situation: Sexual Violence Center Established

A sexual violence counseling center is being established at the UNIVERSITY OF MINNESOTA because of the increasing concern about acquaintance rape and other forms of sexual assault on campus. The center will be staffed by 30 persons, including 25 specially trained student volunteers; it will run a telephone hot line and conduct relevant educational programs.

The center is partly in response to the recent widely-publicized incident in which three University of Minnesota basketball players were charged with raping an 18-year old woman

in the hotel where the team was staying for an out-of-town game. Jim Dutcher, the coach of the university's basketball team, resigned after the incident. One of the players, Mitchell Lee, had been charged last year with sexually assaulting a 20-year-old woman in her dormitory room at the university; he was acquitted of those charges less than 2 weeks before the second incident occurred. Kenneth H. Keller, president of the University of Minnesota said that even if the three players are acquitted of the charges against them, they will not be allowed to rejoin the team. "The issues of legal guilt or innocence are quite different from whether a person can properly represent the University of Minnesota," he said, adding that he regretted allowing Lee back on the team after his acquittal. He also said, "We want to educate people to sexual assault and how to avoid it. We also want to provide counseling and help for students who are victims of rape." The new sexual violence counseling center will do just that.

Frat Suspends Two Members After Rape "Joke"

Two alumni of the Pi Kappa Alpha fraternity at SAN DIEGO STATE UNIVERSITY (CA) were suspended from the fraternity after they recorded a so-called "rape hot line" message on an answering machine at the frat house during a recent visit. The message was put on an answering machine on a private telephone line in a bedroom of the frat house. The message told callers they had reached "the newly established and privately funded Pike Rape Hot Line. This wholly owned subsidiary of Pi Kappa Alpha has been set up with the young naive freshman in mind. If you are calling to report a suspected rape or calling to arrange one, just leave your name, number, age and time you would like yours to occur at the sound of the tone. Love ya, love ya, love! Group rate discounts available upon request." Pi Kappa Alpha was suspended by the University in November after an 18-year old freshman charged that she was raped at a fraternity house party.

Talking Man-to-Man About Stopping Rape

Men Stopping Rape (MSR) is the name of a Wisconsin-based organization centered on the UNIVERSITY OF WISCONSIN campus which hopes to fight the belief that rape is only a women's problem. The two-year old mostly volunteer organization is comprised of 30 students and non-students and is

Sexually Harassed—in the Wrong Building

(This article appeared in the *Washington Post*, May 6, 1986.)

by Ellen Goodman

BOSTON—Let me begin with the story of the undergraduate who was sexually harassed in the wrong building. She didn't know this when she filed a complaint to the federal government. After all, Title 9 banned any form of sex discrimination in a college receiving tax dollars, and hers had plenty of those dollars.

The government, however, demurred. It wouldn't even investigate the incident because the scene of the alleged civil rights violation was a building that had been constructed without a single federal penny. If she claimed to have been harassed in the dorm, a dorm spruced up by the taxpayers, she would have had a case.

This is just one tale in the current annals of civil-rights follies. There are a host of others featuring the handicapped, minorities, older workers, you name it. They all came into being after the Supreme Court decision in the *Grove City College* case.

In 1984, the court ruled that laws banning discrimination applied to the specific program receiving federal aid, not to the entire institution. If a school had federal money in the engineering department and discriminated against you in the athletic department, tough luck.

This ruling, a judicial cluster bomb, was dropped onto 20 years of civil rights legislation, blasting loopholes everywhere. Any school, government, hospital, airport that received tax dollars for some programs could still discriminate against assorted Americans in other programs.

The result alarmed civil-rights supporters, who formed a coalition to overturn the decision and get things back to where they were. Their Civil Rights Restoration Act was passed by the House in 1984 by a margin of 375 to 34. But the bill was derailed in the Senate. When it was re-introduced last year, it was suddenly stopped cold. It got stuck on abortion.

The Catholic Conference of Bishops, long a stalwart supporter of civil rights, withdrew its support for the bill. It didn't like one old regulation in Title 9 that made it possible to sue a college that excluded abortion from its health services. Catholic colleges were already exempt from this ruling, but the church wants everyone exempt. Instead of restoring the civil-rights laws—the cohesive principle of the various groups in this coalition—the church wants to rewrite them.

Others in the coalition, pro- and anti-abortion, understand the church's position. But, as Judith Lichtman of the Women's Legal Defense Fund says, "This isn't the place to fight on the abortion issue." Like many others, she is convinced that "the Catholic church is being used by the far right and by this administration. They are running interference for people who want to ruin the bill."

At the moment, there are actually two bills in Congress. The original bill can't pass because of anti-abortion opposition. The amended bill, favored by the church, could probably pass, but it isn't acceptable to the bill's original sponsors.

Two decades of civil-rights law now hang on what is called, on Capitol Hill, "language," the acceptable words of compromise. Among the leaders of this linguistic search brigade is Mary Rose Oakar (D-Ohio), who is Catholic, a strong women's rights supporter and an opponent of federal funding for abortion.

Both groups, the Catholic church and the women's groups are in favor of civil rights," says Oakar, who has played umpire here before. "We're down to one isolated issue holding up the works. The major thrust is too important to let the whole thing go down the drain. We are trying to get some language that is acceptable to both groups."

Oakar believes that she is "very close" to those magic words. But a congressional aide working on this issue says, "I have gone from cautious optimism to cautious pessimism." If there are magic words, no one I spoke to on either side of the issue would utter them.

The search stopwatch is ticking away. In a few weeks it will be too late even to process a bill through this term. Civil-rights opponents could win just by watching and grinning. Meanwhile, if you know an undergraduate who's about to be sexually harassed, tell her she better make sure it's in the right building.

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funded in part by the Wisconsin Student Association and supported by other UW-Madison offices. Last year it sponsored Sexual Assault Awareness Week which was aimed at men and included slide shows, workshops, discussions and even a "Men's March for a Rape-Free Future." In the fall, MSR organized another week-long seminar, but most of what they do is working informally with smaller groups—going into dorms and fraternities and talking to men in their own settings about the relationships between men and women. Date rape is a major topic for discussion. Said one member of MSR, "We aren't pointing the finger at men who live in dorms or fraternities. But date rape is happening, and we're saying that when you're forcing sex, when you're not listening to someone's 'No,' you're raping her."

SCIENCE AND TECHNOLOGY

Women Going Backwards and Forwards in the Professions

There is evidence of continued improvement in the participation of women in the professional workforce, but the rapid increases in the early 1970s have settled into a slow and unsteady rise, according to an updated report released by the Commission on Professionals in Science and Technology (formerly the Scientific Manpower Commission). The 1986 edition of *Professional Women and Minorities* analyzes the professional labor force in the U.S. by employment area, field and subfield, and highest degree. Both historical and current data on enrollments and degrees are provided, and all tables are broken down by sex and/or minority status.

A major trend discernible in the new data is a leveling off and, in some cases, a dropping off of participation by women. For example, the number of women first-year engineering students increased from 2 percent in 1970 to 17 percent in 1983. However, in fall 1984 the proportion of women in the freshman class dropped back to 16.5 percent. The proportion of women among the bachelor's graduates in geology and earth sciences rose from 11.4 percent in 1971 to 26.4 percent in 1982. Among 1983 graduates, however, the proportion is 25.8 percent. Women earned 38.1 percent of mathematics master's degrees in 1980, but only 34.2 percent in 1983. In the biological sciences, women earned 33 percent of the doctorates in 1983, but their proportion dropped to 31.3 percent in 1984. However, in other fields including computer sciences, medicine, business administration and law, the proportion of women enrolled and graduating at every level continues to increase.

These data and more are available in *Professional Women and Minorities—A Manpower Data Resource*. The volume also includes annotated recruitment resources, both for specialized fields and for general recruitment of professional women and minorities. It is available for $75.00 from the Commission on Professionals in Science and Technology, 1500 Massachusetts Ave., NW, Suite 831, Washington, DC 20005.

The Employment of Women and Minorities in Science and Engineering

The National Science Foundation's annual report to Congress, *Women and Minorities in Science and Engineering*, has (some) good news and (mostly) bad news for 1984.

- The number of women scientists and engineers increased from 8.6 percent of the total in 1976 to 12 percent in 1982; the increase from 1982 to 1984 was .8 percent.
- The unemployment rate for women was more than twice that for men in 1984—3.4 percent versus 1.3 percent. Even after controlling for field, the rate for women remains double that for men.
- Although Black male scientists outnumber their female counterparts, Black women scientists make up a greater percentage of all women scientists than do Black male scientists compared to all male scientists. In 1984 92 percent of male scientists and engineers were white, 2 percent were Black, almost 5 percent were Asian, and less than 1 percent Native American. Among women, white women constituted about 88 percent of the total, Asians 5 percent, Blacks 4.5 percent, and Native Americans less than 1 percent.
- Salaries for women were below those for men of any race. Salaries for Black and Asian women averaged about 78 percent of those for men in the same racial groups, while those for white women averaged 71 percent of white male salaries.
- Even among recent graduates with degrees in science and engineering, women earn less than men. Among 1982 and 1983 degree recipients surveyed in 1984, women at the bachelor's level earned on average 67 percent of the salaries paid to men, with wide variations across fields. Among recent master's recipients in 1984, women earned about 75 percent of the salaries paid to men.

Women and Minorities in Science and Engineering (NSF 86-301) is available free from the Division of Science Resources Studies, Rm. L-611, National Science Foundation, 1800 G Street, NW, Washington, DC 20550.

Why Do Students Major in Science or Mathematics?

A study of factors associated with the decision to major in science or mathematics found that women students continue to view involvement in science as incompatible with marriage and family life, while their male counterparts did not view the goals of pursuing science and raising a family to be in conflict.

The report, based on a 1980 and 1982 study of high school seniors and college sophomores, shows that only 14 percent of the women in the top academic group had chosen a college science major, compared with 40 percent of the men. Researchers Norma C. Ware of RADCLIFFE COLLEGE (MA) and Valerie Lee of the Educational Testing Service also found that encouragement by teachers and school counselors had a larger impact on the women students than the men. Their conclusion indicates that teachers and counselors can help young women feel confident about pursuing scientific careers by showing them how demanding careers and families can be effectively combined, and actively encouraging them to participate in science and math.

"Factors Predicting College Science Major Choice for Men and Women Students" is available for $2.00 from Norma Ware, Associate Dean, Fay House, Radcliffe College, 10 Garden St., Cambridge, MA 02138.

Helping Women Make Informed Decisions About Math and Science Careers

To encourage young women to take courses in science and mathematics and to consider careers in science or technology the UNIVERSITY OF MICHIGAN's School of Dentistry has produced the "Women in Science Videotape Series." Seven of the tapes feature women in fields of science including dentistry, engineering, chemistry, computer science, geology, biomedical science, and physics astronomy. The eighth videotape, *Scientific Careers for Women: Doors to the Future* is a compilation of the series and addresses the barriers that discourage young women from entering science.

Each videotape features professional and student women as role models in their specific fields and is appropriate for use in the classroom, individual counseling sessions, career fairs and community television. A user's guide which contains objectives, discussion questions and activities, resources and a copy of the script is included with the tapes. Each color videotape is about 30 minutes long and is available in ¾" U-Matic or ½" VHS. To rent or preview a tape is $25.00; the purchase price is $100.00. Contact Women in Science Videotape Series, B322 School of Dentistry, University of Michigan, Ann Arbor, MI 48109.

Women Role Models Make the Difference

Women role models are more likely than men to encourage female students to pursue traditionally-male careers, such as medicine, according to M. Elizabeth Tidball in the July/August 1985 issue of the *Journal of Higher Education*. Tidball also found that women are more likely to have relationships with women students that build the students' self-confidence and increase their levels of participation.

In "Baccalaureate Origins of Entrants into American Medical Schools," she finds that women's colleges prepare proportionately more women for medical school and science doctorates than do coed colleges because they have more female faculty to serve as role models. Only 1 percent of women graduates nationwide, as compared to 6.8 percent of recent women's college graduates, go to medical school. The faculty in women's colleges are 50 percent women, while in coed colleges they are 22 percent women and in universities only 18 percent.

Feminist No Longer A Dirty Word to Majority of Women

Newsweek **recently conducted a poll and found that most women work because they have to and they want to but would prefer flexible arrangements. Perhaps the most interesting result was that a majority of those women polled considered themselves feminists and feel the women's movement has improved their lives. The statistics are broken down as follows:**

Attitudes Toward Feminism

Do you consider yourself a feminist?

	TOTAL WOMEN	WHITE WOMEN	NONWHITE WOMEN	WORKING WOMEN	NONWORKING WOMEN
Yes	56%	55%	64%	59%	48%
No	28%	29%	19%	29%	31%
Antifeminist	4%	4%	3%	6%	7%

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Women Are Persisters in Engineering

A report from PURDUE UNIVERSITY (IN) shows that women no longer drop out of engineering programs more often than men. Women (56 percent) are "almost as likely as men (64 percent) to persist in their engineering studies," said the Purdue researchers. It was also found that women persisters had higher SAT scores in both math and verbal and slightly higher grade point averages than did men. Yet the women rated themselves less strong in these areas than the men, who rated themselves stronger in spite of having lower scores. The study was reported in the November/December issue of *U.S. Women Engineering*.

Network Opportunity for Women in Medical Academia

THE MEDICAL COLLEGE OF PENNSYLVANIA is sponsoring a conference, "Advancement for Women in Academic Medicine, Strategies for Success," from September 28 through October 1, 1986. The conference will focus on techniques for advancing in medical academia, improving communication skills, time and stress management, and trends in American medicine and their impact on the role of the woman physician. Registration fees are $350.00 ($150.00 for physicians in residency training). For more information, contact Sandra Chaff or Margaret Jerrido, Division of Programs for Women, The Medical College of Pennsylvania, 3300 Henry Ave., Philadelphia, PA 19129.

WOMEN'S STUDIES

Gender Studies, Rather than Women's Studies, at Hiram College

HIRAM COLLEGE (OH) has a unique new program called "The Gender Forum." It includes faculty, staff and students who will spearhead a campaign to increase awareness of gender issues at Hiram. Part of their efforts includes a new curriculum of gender studies. Based on the idea of women's studies, only broader, gender studies seeks to educate students as to the different experiences of men and women as a result of social, psychological and biological factors governing their lives; in short, it will analyze how masculinity and feminity are learned. It will also emphasize the contributions of women to society, literature, arts, culture and history. For more information, contact Sandra Parker, Hiram College, Hiram, OH 44234.

Association for Middle East Women's Studies Founded

Back in 1983 a group of women walked out of the entertainment—belly dancing—organized by the program committee at the Middle East Studies Association (MESA) meeting and then met to discuss positive ways to incorporate issues of sex and gender into the MESA meeting. From this beginning grew the idea of having a women's studies session at the next year's meeting; a total of forty papers on women were then presented at the 1984 meeting, a first for MESA.

Given this background, the Association for Middle East Women's Studies (AMEWS) was founded at the MESA meeting held in November 1985. The association's first newsletter was published in February 1986 and it includes an op-ed column, and a review of books, journals and films, past, current and upcoming events. It seeks to become a forum of information about Middle East women's studies issues and purposes to begin publishing in the newsletter sample curricula of women's studies courses, as well as comments and ideas from people in the field teaching women's studies.

To join AMEWS or for more information, write to Kathleen Howard-Merriam, Dept. of Political Science, Bowling Green State University, Bowling Green, OH 43403.

The End of an Era: No *Comment*

Comment, the publication devoted to conferences and research about women, has ceased publication as of its February 1986 edition. This final issue focused on the various phases of integrating women's studies into the curriculum and featured articles by Peggy McIntosh and Mary Kay Thompson Tetreault.

There are apparently a number of different versions of this "feminist phase theory" which the articles discuss.

Jo Hartley, the editor of *Comment*, plans to compile a book of "The Best of *Comment*" which will reproduce articles which have appeared since 1973 and place them in an historical framework to give readers a comprehensive look at women's research and activities during the last 13 years. For more information write to Jo Hartley, RCI Communications, 680 West 11th St., Claremont, CA 91711.

In Search of Scholars to Work on Women's Studies and the Humanities

The Rockefeller Humanist in Residence Program is a three-year program which brings two scholars a year to RUTGERS UNIVERSITY (NJ) to work on a book-length manuscript about women's studies and the humanities. The first two scholars are in place and Rutgers is currently accepting applications for next year's scholars. The program is open to tenured, untenured or unaffiliated scholars, who have shown an interest in women's studies and the humanities. Each Fellow receives a stipend of $25,000 and $5,000 in research funds. Applications are due December 1, 1986 and must include vita, research proposal, a description of the applicant's involvement with women's studies and the humanities, and three letters of recommendation. For more information, contact the Institute for Research on Women, Voorhees Chapel, Douglass College, New Brunswick, NJ 08903.

EMPLOYMENT

Those Interested in Discrimination Need Not Apply

Reasearchers have found that it doesn't help your job prospects if you are a feminist concerned with the issue of job discrminiation. Michael Hitt of TEXAS A&M UNIVERSITY and William Zikmund of OKLAHOMA STATE UNIVERSITY sent 200 companies the resumes of two women MBA graduates who had done theses on job discrimination. Some resumes did not mention the women's thesis topic and others used only initials instead of first names. The result was that resumes with the women's full names got more interview requests than the resumes with first initials, but those with full names that mentioned the thesis topic resulted in only half as many interview requests as those using full names which neglected to mention the topic. Hitt concluded "Companies were interested in hiring women, but they were most interested in females who didn't show interest in job discrimination. . . . Someone with an interest in feminism might question a company's practices." For a free copy of the study, write to Michael Hitt, Chair, Department of Management, College of Business, Texas A&M University, College Station, TX 77843.

Comparing Ideas on Comparable Worth

Most of the Fall 1985 issue of *Educational Record* was devoted to the issue of comparable worth.

- "From Equality to Equity: the Path to Comparable Worth" by Carole J. Makela discusses the question of whether society can balance the interests of women and minorities against the interests of the economy as a whole. It is a general overview of the subject on comparable worth and includes legislative history and gives a glossary of terms;
- "Weighing Worth: The Tools of Job Evaluation" by Helen Remick discusses the problems implicit in assigning values to jobs as part of the issue of comparable worth. It specifically addresses job evaluation on campus and features a "Close-up on Washington State" which deals with the applications of comparable worth to campus employment; and
- "Rethinking Comparable Worth: Do All Roads Lead to Equity?" by Sheila Tobias and Sharon B. Megdal discusses the pros and cons of comparable worth as a cure for sex discrimination or just another way to "keep women in their place." It also includes a bibliography on comparable worth.

Copies of the Fall 1985 *Educational Record* are available for $7.50 prepaid while supplies last from *Educational Record*, American Council on Education, 1 Dupont Circle, NW, Washington, DC 20036. Checks should be made payable to American Council on Education.

So What Else is New?

The results of the sixth annual salary survey in *Working Woman* are in, and unfortunately, are no surprise; executive, management and administrative women received 37 percent less in salary than men in equal positions. The survey, based on information from the Bureau of Labor Statistics, found that:

- female economists earned only 57.6 percent of the salaries male economists earned;
- female computer science analysts earned 78 percent of what men earned;
- female engineers earned 82.9 percent of what men earned;
- female teachers, other than college professors, earned 86.3 percent of what men earned;
- female psychologists earned 87.8 percent of what men earned; and
- even in the traditionally-female occupation of nursing, men earned more (0.3 percent) than women.

A limited number of copies of the January 1986 issue of *Working Woman* magazine are available free by writing to Louise Washer, Editorial Dept., Working Woman, 342 Madison Ave., New York, NY 10173.

A New Look at Part-Time Work

Reconceiving Part-Time Work, New Perspectives for Older Workers and Women discusses various aspects of part-time work specifically with regard to women and older workers. Author Hilda Kahne, an ecomonist at WHEATON COLLEGE (MA), addresses issues such as special concerns of women, allocation of fringe benefits, greater experience and value of older workers in some industries and the need for part-time work during certain times of life or during times of economic change. This book will be of interest to those concerned with employment and the needs of older people as well as to teachers and students in courses in labor economics, industrial relations, women's studies and sociology. This 198-page book is available for $35.00 from Rowman and Littlefield, 81 Adams Dr., Totowa, NJ 07512.

How Does *Your* Salary Compare? Read All About It.

The March-April issue of *Academe*, the Journal of the American Association of University Professors, features "The Annual Report on the Economic Status of the Profession 1985-86." Although the summary data no longer includes information about women, data for the 2,200 institutions which responded to the survey are reproduced in the 50-page appendices, which, among other things, gives the number of women and men at each rank, as well as average salary by sex and rank. Single copies of *Academe* are available for $5.00 from Academe, AAUP, 1012 14th St., NW, Suite 500, Washington, DC 20005.

IN THE COURTS

URI Settles Sex Bias Suit

THE UNIVERSITY OF RHODE ISLAND (URI) has agreed to settle a discrimination suit brought by 300 current and former women on the faculty for $1.24 million. Federal District Judge Bruce M. Selya approved the settlement of the class action suit, *Chang v. Board of Governors for Higher Education of Rhode Island*, thus ending an eight-year legal battle. The settlement gives nine women who initiated the suit payments totaling $58,250 and provides $50,000 to increase base salaries of several women on the faculty. An "award pool" of $565,000 would be divided among other women covered by the settlement. Also included in the settlement is $566,750 in legal fees for the women's attorneys. Any unclaimed money from the total of $1.24 million would be given to the URI Women's Center and the URI Women's Studies Program. In a joint statement announcing the settlement, the parties noted that "the settlement is neither an admission of liability on the part of (the university) nor a concession on the part of the plaintiffs that this represents the maximum value of the claims they pressed."

Sociology Professor Reinstated at Clark

Because its 1976 tenure review process was "impermissibly infected with sexual discrimination," CLARK UNIVERSITY (MA) was ordered to reinstate sociology professor Rona Fields and reimburse her for up to $25,000 in back pay in the case *Fields v. Clark University*. Fields will be on probation for two years when she goes back to work and will then be eligible for tenure review again "under circumstances free of sexual discrimination," U.S. District Judge Walter Jay Skinner ruled. It is considered unusual but not unprecedented for federal judges to order reinstatement as well as back pay in faculty discrimination cases.

FEDERAL UPDATE

EEOC: Goals and Timetables not Necessary

The Equal Employment Opportunity Commission (EEOC) no longer requires employers to establish numerical goals for hiring and promoting women and minorities when it settles complaints of race and sex bias. The five members of the EEOC never officially voted to discontinue using these remedies, but apparently since there was no support for these requirements among the commissioners, the EEOC Acting General Counsel instructed EEOC attorneys in fall 1985 to stop making settlements requiring goals and timetables.

At the same time, Attorney General Edwin Meese III has been battling for months with members of the Cabinet over his campaign to have the President drop or modify Executive Order 11246 which directs federal contractors, including colleges and universites, to set numerical goals to remedy past discrimination. According to the White House, no date has been set for a decision on that issue.

Speaking on administration attempts to jettison the use of goals and timetables under affirmative action programs HARVARD UNIVERSITY (MA) president Derek Bok said,

> "As president of a large affirmative action employer, I feel sure that without goals and timetables we would never have been as aware of our deficiencies or had as much motivation to overcome them. As a veteran of repeated reviews under four administrations, I have never seen federal officials treat our goals as quotas even when my university failed to meet its targets. The most substantial pressure to hire more minorities and women has come not from the government but from private sources both inside and outside the university. If federal officials have erred, it has been through bureaucratic overkill that has forced my colleagues to spend too much time preparing reports and statistics and too little time trying to identify promising candidates whom we might hire."

In 1970 Harvard was the first private university investigated under Executive Order 11246 after being charged with sex discrimination.

Documenting the Harm of the Grove City Decision

"Justice Denied: The Loss of Civil Rights After the *Grove City College* Decision" is a report compiled by the NAACP Legal Defense and Educational Fund and the American Civil Liberties Union. By focusing on specific examples, it examines the impact of the *Grove City College* decision on Section 504 of the Rehabilitation Act of 1973, Title IV of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Title IX of the Education Amendments of 1972. The Grove City case shrunk the protections of these laws by restricting coverage only to the specific program funded by federal dollars. Previously, these laws covered the entire institution when it received any federal monies. The eight page report is available free from Publications, American Civil Liberties Union/Washington Office, 122 Maryland Ave., NE, Washington, DC 20002.

Affirmative Action Officers Losing Clout

Thanks to the Reagan administration's civil rights policies, many college affirmative action officers claim they have lost status and influence on their campuses, according to *The Chronicle of Higher Education* (Nov. 6, 1985). The officers report that the amount of support they receive from administrators has declined; many now report to the head of personnel instead of directly to the president, a change that decreases their influence; many affirmative action officers have had additional responsibilities, such as employee training and development, assigned to their offices without any additions to their staffs; and analysis of court cases and of equal opportunity law has become a larger part of some of their duties. Significantly, they find that they have to rely more on educating their superiors and peers and less on the threat of federal action to gain cooperation from campus officials. The situation, however, is not uniformly bleak; the level of commitment to affirmative action varies widely from campus to campus, depending on the interest of the president and the trustees.

Lax Enforcement Cited at OCR

The results of a year-long investivation of a congressional committee are in: the Education Department's Office for Civil Rights (OCR) and the Justice Department have failed to adequately enforce federal civil rights laws in schools and colleges that discriminate against women, minorities and the handicapped. The 66-page summary of an investigation by the House Intergovernmental Relations and Human Resources Subcommittee concludes that both OCR and the Justice Deaprtment have "failed to obtain complete enforcement remedies in cases where serious violations of law were found." During congressional hearings last year on the issue, there were heated exchanges between panel chair Rep. Ted Weiss (D-NY) and former Education Assistant Secretary for Civil Rights Harry Singleton, who has since resigned his position.

RESOURCES

"Jockocratic Society?" "Telewoman?" "Collaborative Talk?" "Reclamation?" *"Spare Rib?"* "Powerlessness?" "Torvalds?"—Check *A Feminist Dictionary!*

A Feminist Dictionary places women at the center of language by exploring the use and development of the English language from various feminist perspectives. It uses definition and quotation from sources as diverse as Louisa May Alcott and British suffragette Emmeline Pankhurst to illustrate women's experience in the world. Not simply words, but concepts, events and book and journal titles are accorded entries, such as "Cinderella," "gothic novel," and "Gray Panthers."

The 587-page book, by Cheris Kramarae and Paula A. Treichler, is available for $28.95 (cloth) or $12.95 (paper) from Methuen, 29 West 35th St., New York, NY 10001.

Masculine Bias in Women and Organization Research

The editorial in the Fall 1985 issue of *Women and Language* (Vol. IX, No. 1/2) points out that research on the communications patterns of women in organizations and in organization theory itself, often fails to take the differing perspectives and experiences of women into account. Linda Putman and Gail Fairhurst in "Women and Organizational Communication: Research Directions and New Perspecitves," suggest that research on topics such as informal networks, mentoring, role conflicts, tokenism, sexual harassment, and leadership needs to examine women's differing values, experiences and behaviors. Researchers also need to explore how organizations can be reshaped by women rather than assuming women will adapt to existing structures.

This issue of *Women and Language* also includes "Women and Organizational Communication: An Annotated Bibliography." The 26-page bibliography was compiled by Anne Balsamo. The Fall issue of *Women and Language* is available for $2.00 from Women and Language Subscription, University of Illinois at Urbana-Champaign, 244 Lincoln Hall, 702 South Wright St., Urbana, IL 61801.

Analyzing the Woman of Today

Cosmopolitan Magazine is sponsoring a comprehensive study of the changes in society that affect the lives of all or most American women. The study, intended to be of use to marketers, policy-makers and social scientists will look at several aspects of women's lives from marriage and childbearing to sexual behavior and living arrangements to education and employment.

Part I of *The Cosmopolitan Report on the Changing Life Course of American Women*, which has been completed, covers basic demographic trends and how they have changed the way women lead their lives. It highlights the emergence of women as "primary individuals" as well as demographic trends in three generations of women: the mothers of the baby boom generation, the baby boomers and their daughters. The second report will be based on data tracking the lives of baby boom mothers and their daughters since 1967. Changes in attitudes, values, beliefs, expectations, and lifestyles will be examined. Part III, based on an analysis of national consumer bahavior, will examine relationships between demographic and lifestyle changes and the products and services women buy. Historical data will be considered and future consumer behavior and product demand will be projected.

The reports are being prepared by the Battelle Memorial Institute. The 300-page full report on the first part of the study is available now for $50.00; a 24-page summary of this report is available for $10.00 from Norma Saulino, Marketing Director, *Cosmopolitan*, 224 West 57th St., New York, NY 10019.

Women's Work

Women in the Workplace: A Guide for Women Entering or Re-Entering the Workforce is a reference book for women workers in a variety of fields. Features include information on national career and employment programs; a state-by-state listing of career counseling centers, workshops and seminars on job search skills, on-the-job training and apprenticeship programs and referral services; and a list of trade and professional organizations that provide information in 22 different career categories. Also included is information on resources for self-guidance or for building a reference library for women's programs and ten subject indexes and appendices. The introduction provides guidance on planning careers and re-entry into the workforce. *Women in the Workplace* may be useful to campus counseling and career planning centers. The 278-page book is available for $59.95 from Resource Directories, 3103 Executive Parkway, Suite 212, Toledo, OH 43606.

Helping Volunteers Get Recognition for Their Skills

The *Volunteer Skills Portfolio* is an easy-to-use, 32-page workbook designed to help volunteers document their volunteer skills in a systematic and professional manner. It can be used by volunteers planning to enter the job market for the first time, those returning to school, or those beginning a volunteer career, or for advancing professional goals.

The *Portfolio* is divided into sections that include information on how to assess skills, how to translate volunteer experience into the language of the corporate sector and how to conduct job searches and interviews. It also offers samples of resumes and letters of recommendation, as well as ways to keep work samples and records of education and training.

The *Volunteer Skills Portfolio* is the first component of the Association of Junior Leagues Volunteer Skills Recognition Project. The second component will be a major effort to encourage employers to ask for information about relevant volunteer experience on their job application forms. The *Portfolio* is available to Leagues for $8.75 and to others for $10.75 from The Association of Junior Leagues, Inc., Dept. VSP, 825 Third Ave., New York, NY 10022. A *Training Module* is also available to organizations to help them introduce the *Portfolio* to their memberships and community. The module's training outline includes role-plays for job interviews, resume-writing tips and other activities.

It's Not Always Easy At The Top

Women in Charge, Dilemmas of Women in Authority by Aileen Jacobson describes some of the problems women managers face and practical solutions that have worked for over 35 women interviewed. Offering a realistic picture of the obstacles women may encounter as managers, the book gives suggestions on how to deal with issues ranging from sexual harassment to flexible career plans that allow for a family life. The book is available for $18.95 from Ban Nostrand Reinhold Company, 135 West 50th St., New York, NY 10020.

Broadening the Scope of Feminist Scholarship

All American Women, Lines That Divide, Ties That Bind is an anthology of writings by women in the U.S. which highlights

their great diversities and commonalities. White women, Afro-American women, Asian and Pacific Island women, Chicanas, Native American women, Puerto Rican women, poor women, lesbian women, working class women, Jewish women, women with disabilities, and rural women of midwestern and southern Appalachian cultures are represented.

Johnetta B. Cole, editor of the volume, examines five major aspects of women's lives—work, family, sexuality and reproduction, religion and politics—by describing the diverse strands of female experience in the U.S. *All American Women* is available for $14.95 (paper) from The Free Press, Macmillan Inc., 866 Third Ave., New York, NY 10022.

Bibliography Available on Female Psychology

Female Psychology: A Partially Annotated Bibliography is a comprehensive compilation of recent and historical articles and books in the areas of female developmental theory, psychoanalytic theory and practice, psychopathology and gender and sex roles. Edited by Carole Dilling and Barbara L. Claster, it contains information on books about special issues relevant to women and their mental health needs in a psychological, sociological and political context. This 326-page book is available for $25.00 (individuals) or $30.00 (institutions) plus $2.50 postage and handling from the New York City Coalition for Women's Mental Health, c/o Dr. Joan Einwohner, Dept. K, 320 West 86th St., New York, NY 10024. Make check payable to New York City Coalition for Women's Mental Health.

Resources for Disabled Women

With the Power of Each Breath: A Disabled Woman's Anthology is a written collection of over 50 personal narratives by disabled women. Edited by Susan E. Browne, Debra Connors and Nancy Stern, it is available for $9.95 from Cleis Press, P.O. Box 8933, Pittsburgh, PA 15221.

Women and Disability: The Double Handicap is a scholarly book written from a feminist perspective and edited by Mary Jo Deegan and Nancy A. Brooks. It is available for $24.95 (hardcover) from Transaction Books, Rutgers University, New Brunswick, NJ 08903.

Providing Much-Needed Services for Midlife Women

Library Services for the Woman in the Middle is a practical manual for linking women in their middle years (aged 45-65) with libraries. Often these women (23 million in 1985) are expected to be caregivers to older relatives as well as children and grandchildren, frequently while holding down a job as well. This book discusses the many ways libraries can help these midlife women meet informational, referral, and recreational needs. It offers librarians a step-by-step program for planning comprehensive services and includes resources such as print and media bibliographies, lists of organizations and agencies working with midlife and older women, a guide to informational sources (by topic), and suggestions for outreach and publicity including joint ventures with colleges, health care agencies and other organizations. *Library Services for the Woman in the Middle*, by Peggy Glover is available for $22.50 (cloth) or $16.50 (paper) from The Shoe String Press, Inc., PO Box 4327, 995 Sherman Ave., Hamden, CT 06514.

Resources for Educational Equity

The latest edition of *Resources for Educational Equity* is now available from the Women's Educational Equity Act Publishing Center. This free catalog describes over 200 print and audiovisual materials for K-12, postsecondary, and women's studies classes; adult career development programs; staff development sessions and workshops; and rural, minority, bilingual, and gifted student programs.

Resources listed in the catalog are the results of field-based programs around the country funded under the Women's Educational Equity Act (WEEA). They are designed for teachers, counselors, administrators, parents and community organizations to increase equal educational opportunities for women and girls.

To obtain a free catalog or more information about WEEA materials, call toll free: 800/225-3088 (in Massachusetts, call 617/969-7100). Or, contact WEEA Publishing Center, Education Development Center, Inc., 55 Chapel St., Newton, MA 02160.

WEEA Publications Targeted to Displaced Homemakers

The Women's Educational Equity Act (WEEA) Program Publishing Center has a list of materials to help displaced homemakers. *Resources for Displaced Homemakers* lists 11 publications especially designed for these women and their counselors. The publications give concrete practical advice and suggestions for entry into the world of work outside the home. Titles include: *Business Management Training for Rural Women, Life Skills for Women in Transition, Career Shopper's Guide, Single Mother's Resource Handbook* and *The Sky's the Limit in Math-Related Careers*. To obtain a brochure or these publications or WEEA's full catalog, see the address and toll-free phone number listed in the article above.

Directory of Model Programs for Disadvantaged Women in Wisconsin

Single Parent and Homemakers, Displaced Homemaker and Sex Equity Projects lists over 50 model programs in Wisconsin. Various programs cover pre-employment training, business ownership, special services for women, rural homemakers, nontraditional occupations and sex equity. Each program is described briefly including information on funding, projected outcomes and contact persons. Copies of the 26-page booklet which could be a model for other directories are free from Mary Thompson, Sex Equity Coordinator, Wisconsin Board of Vocational, Technical and Adult Education, 310 Price Pl., PO Box 7874, Madison, WI 53707.

Women's Communication—Growing and More Diverse

The 1986 edition of the *Index/Directory of Women's Media* includes women-owned and operated media such as periodicals, news services, radio and TV groups, video and cable, film, music, art, graphics, theater, writer's groups, media organizations, distributors, bookstores and more. This year's *Directory* lists 490 women's periodicals in the U.S. and overseas, 114 presses and publishers, and 80 women's bookstores.

According to the editor, Martha Leslie Allen, 75 new women's publications have sprung up every year for at least a decade, although a large number also die. "It's not just the numbers that are growing ... but also the variety of the publications," she said. The new publications reach a diverse new audience—working women, religious women, sportswomen and others—groups that are increasingly interested in women's issues.

The *Directory* is available for $12.00 from the Women's Institute for Freedom of the Press, 3306 Ross Place, NW, Washington, DC 20008.

TAKING NOTES

Differing Views of the Women of the Ivy League

The school newspapers at Ivy League schools ran an ad from *Playboy* inviting women at the schools to pose for the magazine. While HARVARD UNIVERSITY's (MA) daily newspaper, *The Harvard Crimson*, decided not to run the ad, its weekly paper, *The Harvard Independent*, did so.

In the meantime, the women at YALE UNIVERSITY's (CT) Women Center are refusing to accept *Playboy's* image of women of the Ivy League as the definitive portrait. They plan to issue their own magazine in September 1986 to correspond with the publication of *Playboy*'s "Women of the Ivy League" issue. Their magazine will be entitled *Women of the Ivy League* and will present their vision of who they are and what they do, as creative, intellectual, sexual beings, instead of *Playboy's* one-sided view. For more information, or to purchase a copy of the magazine, write to Renee Schwalberg, Yale Women's Center, 5051 Yale Station, New Haven, CT 06520.

"Equality" is Not in their Dictionary

About three-fourths of the senior men interviewed in a study at THE UNIVERSITY OF CALIFORNIA at Berkeley do not want equality in their relationships and half did not even know the meaning of the word "egalitarian," according to the university's women's center. (So when the women there accuse the men of not knowing the meaning of the word "equality" they are not far wrong.) Not surprisingly, most of the women interviewed did want equality in their relationships and expected to get it when they entered the workplace. The women also noted that in spite of their expectations they actually do 20 percent more of the cooking at home than their partners, 40 percent more of the cleaning and 60 percent more of the dishes. For more information about the study, contact Anne Machung, University of California at Berkeley, Women's Center, Berkeley, CA 94720.

Next Time Just Send a Card

On two occasions strippers from a local balloon company interrupted classes at the UNIVERSITY OF FLORIDA and thus prompted an investigation by the university's attorney into its legality. In the opinion of the attorney, these singing telegrams are not to be permitted and any students or teachers who get involved in sending them would be liable for disciplinary action because "it is contrary to the university's rules on commercial activity on campus, disrupts the functioning of the university and it can result in sexual harassment . . ."

Poster Sends the Wrong Message

As part of a fund-raising effort the Fashion Association of Merchandising and Design produced a poster entitled "Fourteen Ways to Keep Your Mind Off Studies." The effort backfired when CENTRAL MICHIGAN UNIVERSITY barred campus sale of the poster which depicts 14 male students and 14 female students, some of whom are fully clothed while others are in bathing suits.

An official of the University's student affairs division said, "At a time when we are trying to educate both men and women on campus of the worth of human beings and in the prevention of attacks and rapes, it suggested the wrong image."

A Sign of the Times

The following sign was spotted on a construction site for a new building at the UNIVERSITY OF FLORIDA: "*Notice to Students*. If harassed by construction workers get eyewitness and report immediately to Gilbane's Trailer 378-8760."

Wouldn't it be Easier to Write to Ann Landers?

Graffiti in the women's room is usually in the form of "Mary loves John" but not always. Seen recently in a restroom at GEORGETOWN UNIVERSITY (DC) was a plea for advice. It seems a coed was dating her professor and was worried about the consequences of her breaking off the relationship. One piece of advice given was "Get the 'A' first and then break up."